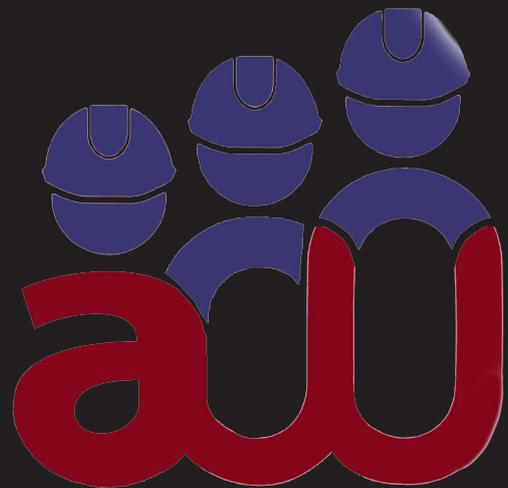

ALLSKILLS RECRUITMENT CAPABILITY STATEMENT

Specialising in permanent and temporary placements of trades, plant operators and mining personnel to medium and large sized enterprises with multiple locations, All skills Recruitment is a leading national recruitment company with staffed offices in Auckland, Tauranga, Hamilton, Christchurch and Queenstown.

www.allskills.co.nz



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INTRODUCTION

People are our passion, and your business is our focus.

ALLSKILLS RECRUITMENT is a leading NZDER owned and operated Recruitment and Labour Hire business with head-quarters in Auckland and offices in Tauranga and South Island specialising in Construction, Civil, Rail, Trades and Manufacturing recruitment.



COMPANY OVERVIEW

Allskills Recruitment has built its reputation as a labour hire and recruitment specialist based on its consistent provision of quality recruitment solutions and supply of labour. We work with the full spectrum of construction and technical skills; from labour and skilled trade operatives to professional staff and site management.

Allskills Recruitment supplies a wide ranging client base nationally and internationally in commercial, industrial, civil and residential works. We work in partnership with our clients and our service is tailored to precisely meet the needs of each individual company. We offer both short and long term solutions; from temporary supply, through to long-term placements and sole supplier retained contracts.

As labour hire specialists, we offer all our clients the following assurances and services:

- ✓ Qualified, Experienced Operators, Trades and Labour professionals
- ✓ Fast and Efficient Response Time
- ✓ Competitive Labour Rates
- ✓ Health & Safety Compliance
- ✓ Full Insurance Cover
- ✓ Temporary or Contract Staff
- ✓ Permanent Placement Facility

Our Goals for Success!

- * To reduce costs in order to maintain a competitive and acceptable level of service
- * To pursue sound management principles at all levels of our business
- * To treat our employees with respect, provide incentives and recognise merits
- * To continue to innovate and provide creative solutions
- * To communicate openly and exchange constructive ideas
- * To maintain strict safety standards in excess of mandatory requirements
- * To balance our economic growth and environmental responsibility
- * Most of all safety! To make sure everybody goes home safe.



AREAS OF ACTIVITY



National Presence

Our national exposure allows us the benefit of securing local workers on a larger scale, offering the combined benefits of both faster deployment and support of the local economy. With capabilities in key New Zealand cities Trades Labour Hire is leading the industry in innovative and sustainable human resources solutions nationwide.

Our highly trained and well regarded personnel are available for fly in fly out (FIFO) work around New Zealand or for any work required within the Metro area.

New Zealander Job sites



CAPABILITIES



Dedicated to Surpassing Your Expectations

Allskills Recruitment takes the time to determine and understand your needs to make sure we source the correct staff every time. That's why we're recognised as a market leader in the Construction industry. Allskills Recruitment has developed solid relationships and works closely with a range of clients who vary in size from small business to some of the biggest names in the market, providing professional, reliable and highly skilled personnel.

Allskills Recruitment can take the hassle out of your day by providing your business with professional temporary, part-time and full-time labour hire staff across a range of industries including:

- Civil
- Construction
- Chef & Mechanic
- Retails
- Industrial and manufacturing
- Warehousing and distribution
- Waste management
- Traffic management
- Infrastructure

Managing your workforce

Allskills Recruitment can join hands with your business to take over your entire permanent or casual workforce. We deliver hand picked people to specifically suit your business needs. Allskills Recruitment can become a partner that can take the administrative complexity off your hands, leaving you free to get on with running and growing your business.



TRACK RECORD



Auckland

Auckland Airport and Freight Access Project is AK's large project, designed to improve the safety and efficiency of one of the state's most important transport hubs.

Scope of Work: Supply of Skilled Construction Labourers and Trades-people

Clients: Provided upon request

North-West Project, Auckland

Located at the North-West, the \$310 Million Projects

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers, Traffic Controllers and Trades-people

Clients: Provided upon request

Highway Bridge Queenstown

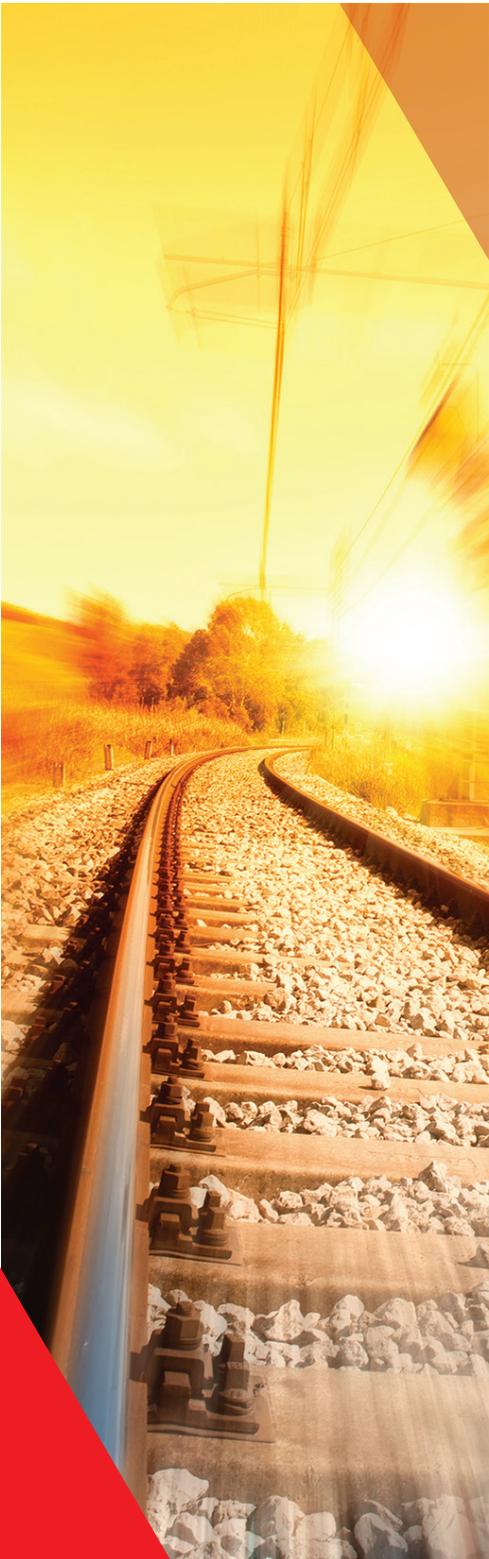
In 2018 Highway Bridge Queenstown

Scope of Work: Supply of Skilled Construction Labourers and Trades-people

Clients: Provided upon request



TRACK RECORD



Tauranga

Shopping Mall Centre - Value \$210 Million

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers and Trades-people.

Clients: Provided upon request

QGC - University Buildings Projects

Scope of Work: Supply of Plant Operators, Skilled Construction Labourers, Traffic Controllers and Trades-people.

Clients: Provided upon request



TRACK RECORD



Christchurch

Richmond Homes

This \$50 Million project.

Scope of Work: Supply of Plant Operators and Skilled Labourers

Clients: Provided upon request

Restaurant Project

Located 25 kilometres from CHCH CBD, The project is the first step in the redevelopment of the legacy site.

Scope of Work: Supply of Plant Operators, Truck Drivers & Skilled Labourers

Clients: Provided upon request¹



KEY PERSONNEL

Peter Lee – Operations Manager

As Operations Manager, Peter is responsible for ensuring the smooth and efficient running of the company with a strong focus on Finance.

Peter Lee joined Allskills Recruitment as the Market Manager after having had experience in various fields including Horticulture, Construction and Human Resources. He took on the role of Operations Manager in late 2013 and has since put together a highly qualified and efficient team that has enabled the company to improve performance and deliver best practice service to recruitment clients.

Bob Lee– Safety & Accounts Manager

Bob Lee is a new addition to the Head Office in Auckland, joining the company in September 2016 as Safety & Accounts Manager. He has 10 years construction experience in high rise developments in the CBD as well as major projects in the Auckland region. Prior to this Bob was a senior inspector for Worksafe AK administering the Occupational Safety Act for the AK Government, within the manufacturing and construction industries.

Chris Smith – Auckland Manager

Chris joined the Allskills Recruitment Auckland office in April 2016 as State Manager and brings 14 years' experience in labour hire and permanent recruitment to the business, including 10 years' experience working in senior positions in construction and recruitment companies and has over 5 years hands-on construction experience (under and over ground). His extensive experience and knowledge gives him the ability to recognise the needs of both clients and recruitment staff.

Peter Xiao– Senior Recruitment Consultant

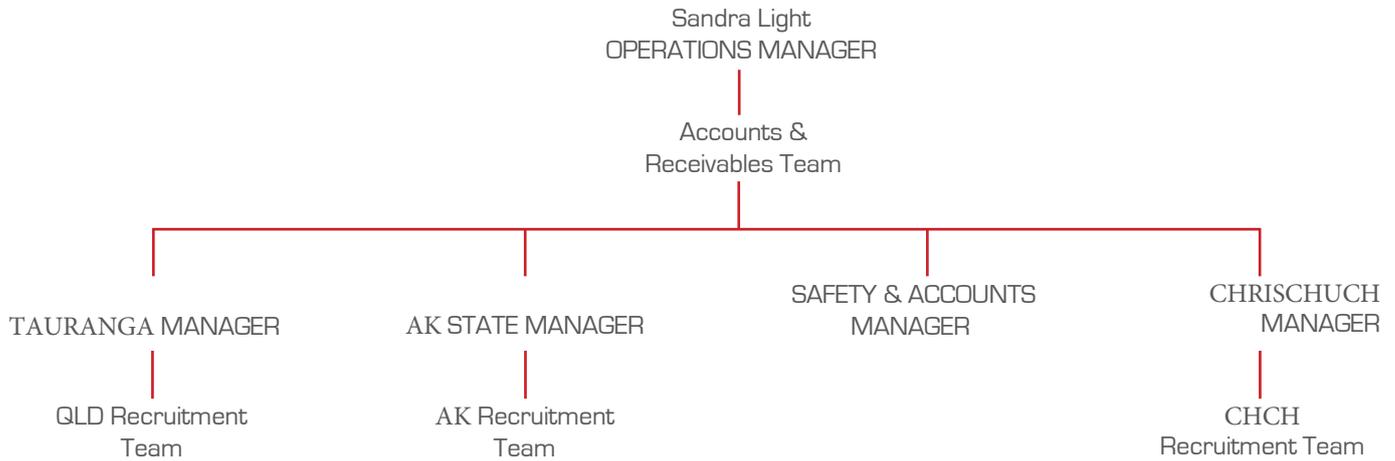
As a 6 year veteran of the recruitment industry, Peter heads-up the recruitment team in Hamilton and has overall responsibility for recruitment and business development in the State. Having spent a number of years with Chandler MacLeod, QPL and Brazen Recruitment, Peter's experience includes Manufacturing, Engineering and Construction. With 12 years' experience in management and six years specifically in recruitment consulting, Peter brings a wealth of knowledge and passion to the business.

Jay Lee - Tauranga Manager

Drawing on close to seven years' experience in the recruitment industry, working his way up from receptionist/resourcer at Morestaff in the AK to Recruitment Manager, Jay is now Tauranga Manager after nearly 2 years with Allskills. Jay brings experience and knowledge of Construction and Civils to our team after studying various trades in college.



COMPANY STRUCTURE



SAFETY & HEALTH

General Safety Training

Allskills Recruitment has developed an integrated Safety & Health Management Plan that complies with the current Occupational Safety & Health legislation in NZ.

All personnel working for Allskills Recruitment have completed an online induction at Allskills Recruitment's head office prior to starting at any site. This ensures that all personnel are compliant with the safety legislation of the state and meet clients' expectations before they commence work at their sites.

Allskills Recruitment's Safety Management Plan is working towards certification to A.S. 4801, the plan includes and ensures at a minimum:

- * All staff and employees are inducted prior to starting on site.
- * Site hazard inspections prior to placement.
- * Accident and investigation reporting.
- * Nominated safety responsibilities.
- * Regular safety inspections completed by Allskills Recruitment's safety manager.
- * Monthly reporting.
- * Drug and Alcohol testing.

As Allskills Recruitment has a large client base, it is important that all employees take an active part in promoting Safety for Allskills Recruitment and its clients. With this in mind, all operators are encouraged to report any hazards, near misses or accidents to their respective site supervisor and Allskills Recruitment management.

Allskills Recruitment's Safety Management Plan ensures compliance through checklists and best industry practice and an understanding of the Occupational Safety & Health legislation.



CLIENTS



Our Partners in Completing Projects

We service the staffing requirements of hundreds of client organisations across a broad spectrum of industries, each with individual budgets and deadlines.

We recognise that every private and public sector organisation has its own specific requirements, so we do adopt a flexible approach and tailor our service provision to meet the individual needs of each client.

This requires an expansive skills base, broad experience, a pro-active approach to problem solving and a very detailed understanding of all industry developments and how best to derive advantage for each client's specific circumstances.

We promise our clients and candidates that we are:

- Personalised in our service
- Determined in our approach
- Responsive to your needs and requests
- Resourceful in finding solutions
- Reliable in delivering outcomes



RECRUITMENT METHODOLOGY

How We Operate

STEP 1 - Position Brief

We work with our clients to identify the skills, experience, attitude and competencies required to be successful in the role, including identifying information pertaining to rosters, pay and working conditions for a complete job profile.

STEP 2 - Sourcing of Candidates

We actively source candidates using a combination of online and print advertising, our extensive candidate database, candidate referrals, affiliated training organisations and job service providers. We request resumes, proof of qualifications and we contact references before contacting the candidate for the next step.

STEP 3 - Interviews

After applicants are short-listed they are requested to attend a face-to-face interview if possible to allow a detailed assessment of their attitude, presentation and competencies.

STEP 4 - Pre-employment

Suitable candidates are required to prove their competency claims through rigorous checks of their previous work history and provide proof of tickets and licences to ensure currency. In some cases plant operators may be required to do practical tests to demonstrate their abilities.

STEP 5 - Client Interviews

Candidates are then presented to the client and information regarding the background information of the role, company culture, specific job requirements and expected performance outcomes are provided to the candidate to ensure they are prepared for employment.

STEP 6 - Offer of Employment

Successful clients are given the necessary paperwork and WHS Induction to proceed to site and we will assist as necessary in the completion of any pre-employment work conditions such as medicals, drug & alcohol tests or specific site induction requirements.



ASSURANCE

3 Ways We Can Help You Grow Your Business

1. We deliver candidates that are fully trained and ticketed for their roles and responsibilities.
2. We have an extensive list of pre-screened applicants that are available to work immediately.
3. We provide a dedicated support team that keeps you up and running 100% of the time.



We Are Here For You From Start to Finish

Businesses are seeking services more often from a single provider rather than multiple entities. Allskills Recruitment has a strong reputation for having experienced consultants who understand the unique requirements of specific industry verticals. Through our dedicated specialist consultants, Allskills Recruitment is able to deliver people solutions that align with your corporate culture and also meet your technical requirements.

Things You Need To Know About Us

Safe choice

It feels good to trust your business to a company that is stable and secure. We have the services, solutions, support and expertise that will take care of you now and in the future.

People

What differentiates us from our competitors is our people. Ingrained in the Allskills Recruitment culture is dedication to our customers. We know our stuff and we genuinely care about your business.

Peace of Mind support

We're there for you every step of the way. Our number is available 24/7, through-out the year, answered by trained staff. If anything goes wrong, we'll fix it fast.

Experience

We have years of experience in the construction and civil business. We've grown and changed as the technology and the world around us changed. Our accumulated experience is literally priceless.

Knowledge

We're not just smart, we also have the skills. We're real problem solvers and we have the experience to solve any challenge you may face.

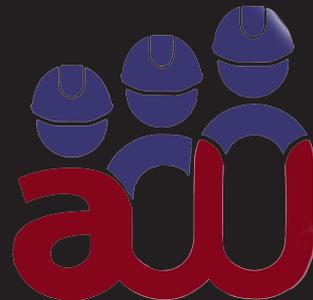
Integrity

We are men and women who live by our word. We always strive to give our customers more. We believe in transparent billing, no hidden costs and contracts honoured to the last letter.

The Bottom Line

We always keep in mind your bottom line. Our services reduce the costs associated with HR. You choose what services you want us to deliver and what you keep in-house. Whatever you choose, your staffing will be more efficiently provisioned and managed.





PLANT OPERATORS | TRADES & LABOUR | TRANSPORT & LOGISTICS

P: 0800ALLSKILLS | Auckland - Tauranga - Wellington- CHrischurch | www.allskills.co.nz