ADVANCED Group

"Specialist in Construction & Civil Works"

Advanced Group

2020 CAPABILITY STATEMENT

A legacy of excellence, quality and service.

Contents

Company Overview

Content	02
About Advanced Group	03
Mission & Vision Statement	04
Why Advanced Group	04
Core Values	05
Management Systems	06
Core Competencies and Achievements	07
Our People	08
Employer Sponsorship	09
Corporate Social Responsibilty	09
Team Structure	10
Blue Collar Department	11
Civil Construction	12
Building & Construction	13
Electrical	14
Contact Details	15

About Advanced Group

Advanced Group is a national leading trades and labour provider across the building and construction, civil construction and the electrical sectors.

Experiencing consistant growth since its inception in 2009, Advanced Group is now a leading trades and labour provider for clients across Australia. Our Specialist consultants and labour hire managers focus on a broad range of roles across the building and construction, civil construction and electrical sectors.

Our experience in partnering with these industry sectors ensures we are well placed to assist you with your projects needs and provide you with a first class service along every step of the recruitment journey.

Servicing clients across Australia, we pride ourselves on working closely with every client, in tailoring their needs specifically to their current and upcoming projects to ensure we place the right people to do the right job. It's the personal involvement of our leaders, combined with the importance we place on the relationships we build both in the office and on site which set us apart in service.

Quite simply, we work hard, always respond quickly with the right people, first time and deliver on our promises. And our team gets the job done, quickly and skillfully with no fuss, everytime.

Service areas:

1. Search, screening and selection
2. Skills audit and reference checking
3. Induction
4. Training
5. Performence Management
6. Payroll and insurances

Advanced Group Mission & Vision Statement

Experts at sourcing the best skilled construction workers. We will save you time and money by sourcing candidates for any project, Australia wide.

Mission

We endeavour to build a legacy of excellence and provide the most reliable and dynamic service, without compromising on quality or safety.

Vision

Our vision is to excel at enhancing the service and quality we provide to our clients, businesses and communities.

Clients

Our customers are our most valuable asset and customer requirements come first. We will deliver a quality service that is second to none and treat your business like it's ours and work as a team so you're completely satisfied. We use only the best qualified and resourced candidates and provide a quality workplace that enures we attract and maintain these people.

Why Advanced Group?

- *Over 20 years experience in labour hire and recruitment*
- *Fully Licensed in New South Wales, Queensland and Victoria*
- *EBA Accredited*
- *Code Compliant*
- *Compliant with International Standards*
- *Approved business Sponsor for temporary or permanent visa's*
- *Quality Management – AS/NZS ISO 9001:2015*
- *Work Health and Safety Management – AS/NZS ISO 45001:2018*
- *Environmental Management – AS/NZS ISO 14001:2015*
- *Member of the Master Builders Association*
- *Member of the Green Building Council Australia*
- *NECA Member*

Core Values

Advanced Group place reliable skilled labourers and trades people that live and breathe construction.

1. **Safety** As an industry-leading provider of trades and labour, we are firmly committed to maintaining a safe and healthy environment in all our offices and on every site.

2. **Quality** Our management system is assessed against the quality standard ISO 9001:2015 to ehance our customer satisfaction, and maintain and update our core quality procedures. Plus, our rigorous recruitment systems help us attract and retain only skilled and highly qualified people who value hard work and professionalism.

3. **Partnership** Our success is built on partnerships. We're a strong team focused on personal service and creating long standing relationships. We get to know your business from the start so that we can anticipate your needs and exceed your expectations.

4. **Integrity** We are always fair, honest, decent and accountable for all we do. We do what we say we will, and are responsive to your needs. It's our integral, responsive service that really sets us apart.

5. **Credibility** Our team has over 20 years experience in labour hire and recruitment and many of our core team have been there since our inception. We've worked on sites and know your industry and what's required to deliver an outstanding result.

Management Systems

Management systems are in place across the business to ensure the highest level of quality, industry leading safety standards and the protection of the environment.

To maintain transparency and efficiency across the business, we employ integrated management systems across all our departments. This includes all processes associated with health, safety, environment, quality and training (HSEQT) systems and policies, accounting, HR and data management.
Our certified quality, health, safety and environment management systems give our clients the confidence that we can deliver a service to the most exacting standards.
All policies are reviewed annually by our HSEQT manager and audited annually by an independent third party, to ensure compliance with International standards:

Quality Management-AS/NZS ISO 9001:2015

Work Health and Safety Management -AS/NZS ISO 45001:2018

Environmental Management - AS/NZS ISO 14001:2015

Health and Safety

Safety comes first It's a huge part of the company ethos, and is at the heart of everything we do. The health and safety of those who work either directly or indirectly for Advanced Group is of the utmost importance to senior management and it is our ultimate goal to continually improve WHS performance within the business. Our duty of care is embedded in our culture and operation systems and is an inherent part of how we do business every day.

Environment

Advanced Group values the natural environment and we seek to manage our impacts to protect and enhance the environment in which we operate. We also believe the successful future of our organisation depends on sustainability of the local communities and surroundings in which we provide services within. For this reason, It is our policy to actively pursue methods of minimising our cost to the environment and building them into our daily practices.

Quality

As a company built upon the principles of excellence, Advanced Group is committed to satisfying the on-going requirements of its clients by providing quality services through the continuous improvement of the company's processes. We take pride in our vision to excel at enhancing the service and quality we provide. To ensure we met our objectives we have adopted a quality management system that demonstrates our promise of continuous improvement, provides peace of mind to existing clients and helps guarantee that future clients receive the highest quality service during every interaction with us.

Management Systems continued

Advanced Group is a proud member of the Master Builders Association, Green Building Council Australia, and the National Electrical and Communications Association, enabling us to remain up to date with current industry knowledge and standards.

All field staff hold Construction White Cards as well as trade qualifications and appropriate Licenses and Tickets to operate machinery and perform specialist tasks.

Advanced Group has partnered with Bullhorn Recruitment software which is a highly reliable and scalable solution and enables us to streamline candidate management from sourcing to submittal to placement.

Advanced Group also uses Astute payroll and payment software to automate the management of all temporary and on-hire employees.

Core Competencies & Achievements

Our approach is based on trust, transparency and hard work resulting in being EBA Accredited and being awarded the Code of Compliance.

We are proud to announce that annually since 2016 we have successfully passed a third party audit and have been awarded international standards for ISO accreditations.

Recertification marks a huge achievement each year for the company as it demonstrates our commitment to continuous improvement, provides peace of mind to existing clients and helps guarantee that future clients receive the highest quality service during every interaction with us.

As well as meeting customer expectations, the standard also focuses on staff development and improvement. We are committed to a continual training plan for our staff to ensure they are fully trained and competent to work safely and efficiently in a variety of industry environments.

Advanced Group has an accredited Enterprise Bargaining Agreement (EBA) which eliminates any industry disputes and helps us to maintain a healthy workforce.

We also hold a code of compliance certificate and follow these strict standards at all time.

Our People

Exceptional people deliver exceptional results. That's what you'll experience at Advanced Group. We Just love what we do, and It shows.

Our Directors have over 20 years extensive experience in the construction industry and have played an integral role both in the establishment and growth of Advanced Group. Highly regarded as effective leaders, they are committed to working with the team to ensure that an unsurpassed level of service is provided to all clients.

Our General Managers have a wealth of industry experience and capabilities. Together they are responsible for developing and implementing the strategy which delivers the high level of service to our clients. The strength of the senior leadership team is regularly reviewed to ensure we have the right mix of skills to meet our objectives.

Our Operations Managers are responsible for the day-to-day operations to ensure a smooth and efficient service is achieved consistently that meets the expectations and needs of our loyal clients.

Our Labour Managers are your central contact point and go-to people once your project begins. They know the issues and challenges that typically arise, and the type of people you need to deliver outstanding results, on time and to budget.

Our Sales Managers are your first point of contact. With a strong background in construction, the team brings a genuine understanding of the challenges and issues you face in sourcing the right candidates for a project. Once your project begins they will continue to keep in contact with you, attending our annual review meeting with your Advanced Group labour manager to ensure your continued satisfaction with our service.

Our Resource Managers have been sourcing and selecting skilled construction workers for the majority of their careers in agency and in-house positions. Their expertise and wide candidate network enables us to deliver the best solution for your workforce needs.

Our HSEQT Manager is responsible for all HSEQT activities to ensure our service is delivered in accordance with client requirements and we maintain our reputation as a safety-focus employee

Our Finance and Accounts team is the backbone of our business, they have a solid understanding of the financial management requirements of a growing construction services company, keeping it running like a well-oiled machine.

Our People continued.....

Our Pool of Skilled Labourers and Tradespeople have a passion for construction, living and breathing the career path they have chosen. They are our most valuable assets. Their dedication and enthusiasm to do a great job helps us deliver on our promises to you. So, in return we treat them exceptionally well and are rewarded with loyalty, trust and respect.

Job Opportunities

Supporting Australian construction workers in jobs is our aim here at Advanced Group we have a long history of supporting indigenous and Torres Strait Islander through employment. Advanced Group is aligned with a number of Job Network Providers, Chess Connect and Max Solutions to provide indigenous and Torres Strait Islander with meaningful and rewarding job opportunities

Employer Sponsorship

Sometimes, sourcing local candidates alone doesn't quite meet our clients' needs in terms of suitability and availability. So, to help resolve short-term skills shortages, we seek international candidates who are eligible for a temporary or permanent Australian visa.
Our pool of sponsored tradesman are the best in the industry, they are reliable, hardworking and passionate. Sponsored candidates are available to all clients on any project and if you have specific requirements on more complex jobs we are able to upskill these hand-picked employees to ensure you projects demands are always met.

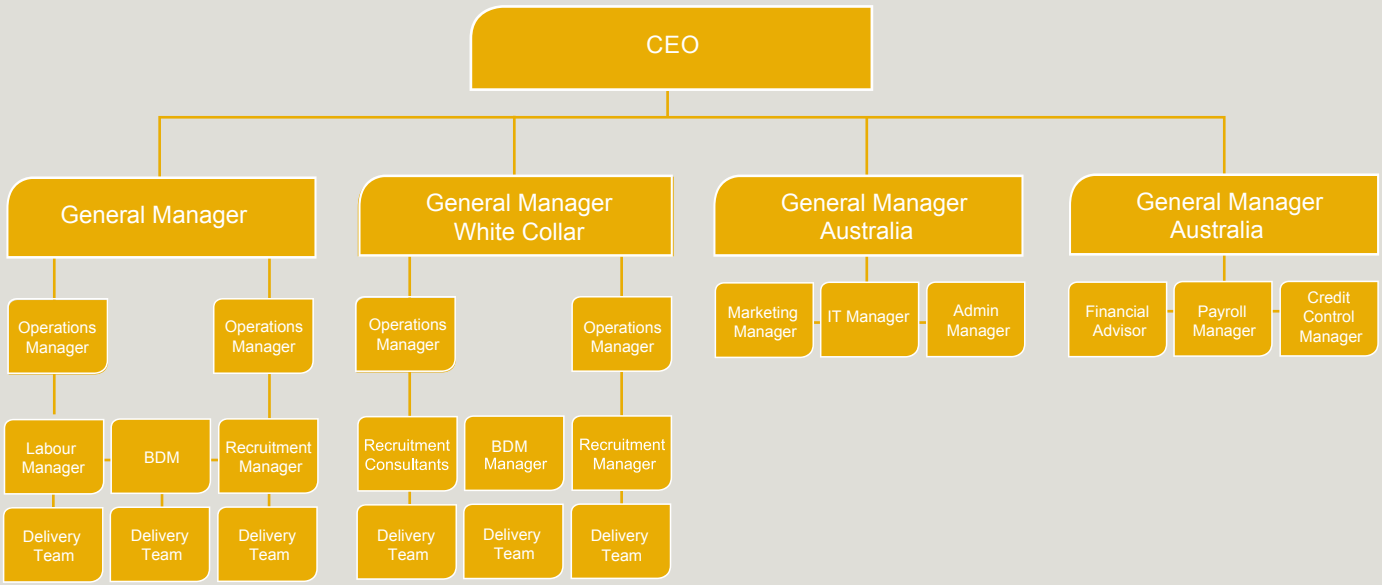
With operations throughout Australia, Advanced Group is committed to contributing to the local communities in which we operate through our corporate social responsibility initiatives.

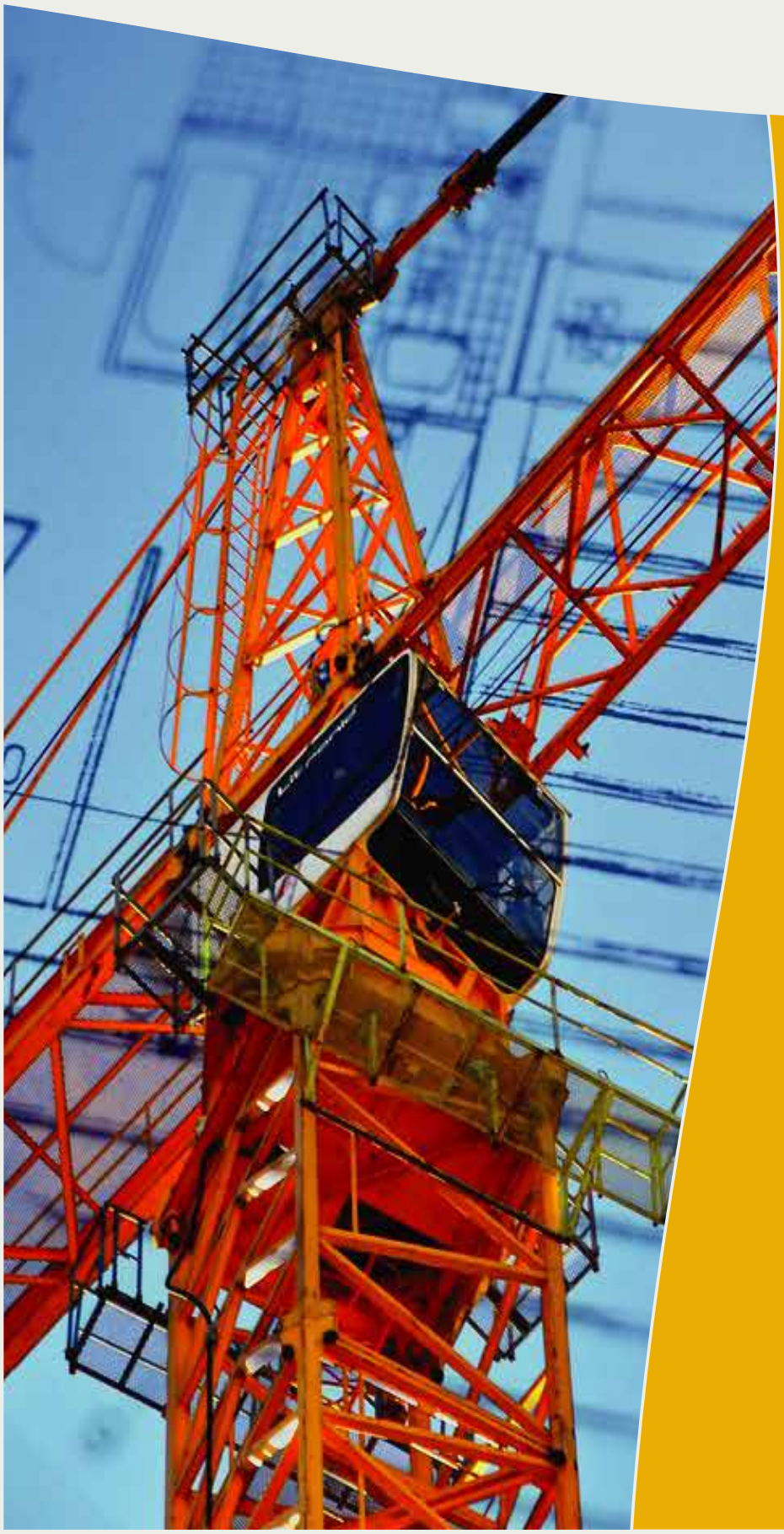
Corporate Social Responsibility

Advanced Group supports a genuine commitment to supporting charities, local communities and sporting clubs. We regularly contribute to ongoing charity appeals by volunteering and donating to many causes including Sydney Children's Hospital and Cerebral Palsy Alliance, to help make a difference to the lives of the many people who need extra support. In fact, the Sydney Children's Hospital is Advanced Group charity of choice, and we support the hospital and its fundraising whenever we can. Our involvement shows that we appreciate the value of personal impact and of partnering with people to empower them and make a difference.

Advanced Group are also proud Sponsors of some of our local sports teams Phoenix soccer club and Glebe Football Team

Team Structure





Blue Collar Department

Advanced Group's experience in delivering a legacy of excellence across the construction industry is complimented by a solid understand of clients requirements.

It is our goal to provide the most reliable, safe and dynamic service to our loyal clients.

Civil Construction

As a professional and highly experienced provider of civil personnel to the civil, building, infrastructure and rail sectors, we have the ability to provide a range of first class skilled labourers and tradespeople to our client's sites. Our civil experience span across the following project types

- **Bridges**
- **Drainage**
- **Roads**
- **Rail Infrastructure**
- **Earthworks**
- **Demolition**
- **Piling**
- **Tunnels**
- **Pipelines**
- **Power**

We supply a wide range of civil personnel including:

- **Civil Labourers**
- **Demolition Labourers**
- **Structural Demolition Labourers**
- **Asbestos Removalists**
- **Concrete Cutters**
- **Plant Operators**
- **Asphalt Workers**
- **Spotters**
- **Road Workers**
- **Specialist Ticketed Labourers (EWP, Underground Services,Confined Spaces)**
- **Pipe Layers and Drainers**
- **Ticketed Traffic Controllers**
- **Pipe Fitters**
- **MR-HR and HC-MC Truck Drivers**
- **Poly Welders**
- **RIW Labourers**
- **Excavator Operators**

Building and Construction

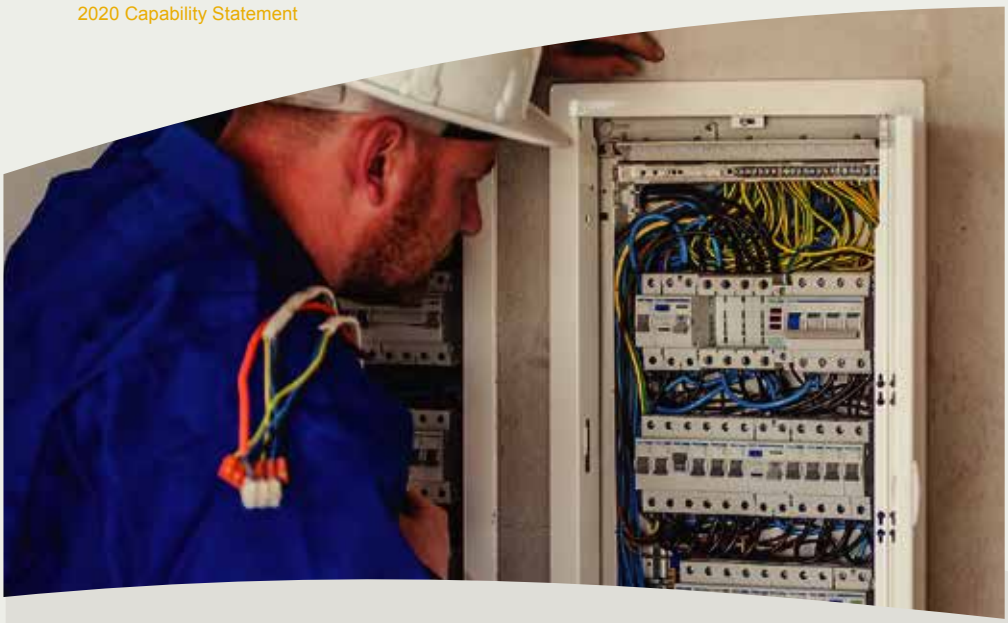
We have a broad pool of competent construction workers with the right range of skills. Think of us as your one stop shop for finding the right construction labourers and skilled tradespeople. We've got hard workers that will work seamlessly with your team to deliver a quality result.

- **Apartments**
- **Hospitals**
- **Schools and Universities**
- **Houses**
- **Car Parks**
- **Military Bases**
- **Shopping Centres**
- **Office Fitouts**

We supply a wide range of building and construction personnel including:

- **Boilermakers and welders**
- **Crane operators and riggers**
- **Carpenters and joiners**
- **Trade assistants**
- **Bricklayers**
- **Formworkers**
- **Plumbers**
- **Concreters**
- **General labourers**
- **Steel fixers**
- **Remedial workers**
- **Electricians**
- **Ticketed/skilled labourers (hoist**
- **operators, dogman, forklift drivers)**
- **Traffic Controllers**
- **Scaffolders**

Quality candidates are a key factor in the success of our business and their care is important to us. We offer regular contact to ensure their experience with Advanced Group is a positive one.



Electrical

Over the years we have built up a skilled and trusted database of electrical workers who are experienced in a vast range of electrical disciplines. If you are looking for knowledgeable workers with a range of abilities who are also able to maintain a high standard from set up to completion then look no further than Advanced Group.

- **Rail Upgrades**
- **Warehouses**
- **Apartments**
- **Restaurants**
- **Hospital**
- **Offices**

We supply a wide range of electrical personnel including:

- **Licensed**
- **Unlicensed**
- **RIW**
- **Level 1 & 2 ASP**
- **Lines person / cable jointers**
- **Signalling Electricians**
- **Electrical Trade Assistants**
- **Cable Pullers**

Our data and communication specialists include but are not limited to:

- **Data Technicians**
- **Communication Technicians**
- **Fire Technicians**
- **Alarm and Security Technicians**
- **Splicers**

Whatever your project demands, and whatever electrical role you need to fill, we'll meet your needs, even at exceptionally short notice. That's what we're renowned for. We have on hand access to a diversity and depth of local and international electrical workers from our database of 10,000 candidates who have a passion for construction and proven ability to deliver quality results. With Advanced Group, you can relax because you're in great hands.

Contact Details

SYDNEY (AUS - HEAD OFFICE)

02 8086 3444 +61 02 8079 6466

admin@advancedgroupservices.com.au

www.advancedgroupservices.com.au

Office 3 122A Belmore Road. Randwick NSW 2031

ADVANCED Group

"Specialist in Construction & Civil Works"

www.advancedgroupservices.com.au