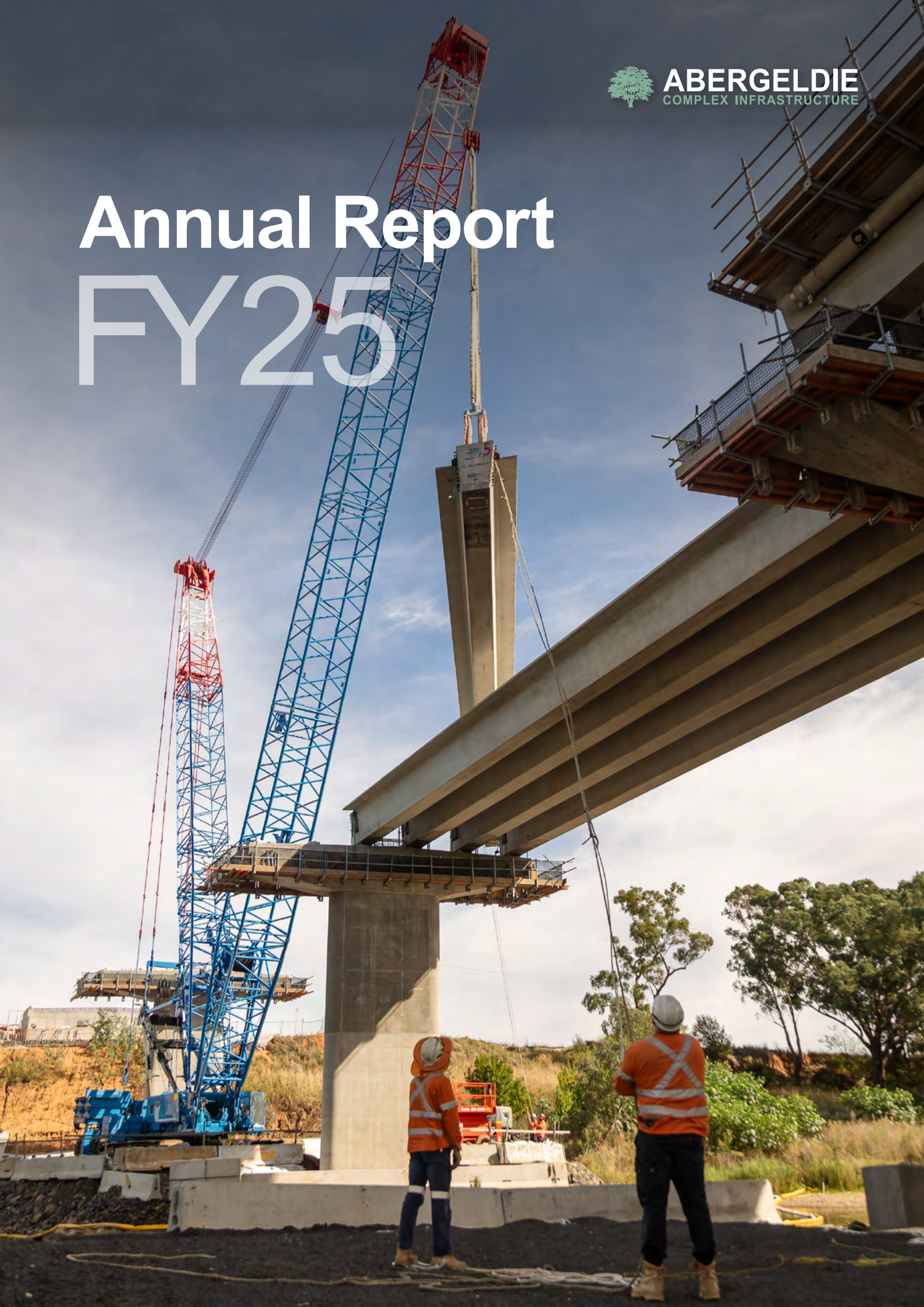




ABERGELDIE
COMPLEX INFRASTRUCTURE

Annual Report FY25





We design and deliver the complex infrastructure needed to build better communities.

Contents



ACKNOWLEDGMENT OF COUNTRY

Australia

Abergeldie acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past and present.



MIHI WHAKATAU

New Zealand

Ka whakaae me te whakanui mātou i te ahurea whai rawa o Aotearoa, me te whakamana i ngā iwi me ngā hāpori huri noa i te motu.

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A message from our CEO

It was another incredibly successful year across the Abergeldie Group with revenue increasing to a record \$683M annual turnover. We deliberately budgeted for a relatively modest revenue increase in FY25 so that we could focus our efforts on the significant transaction of partnering with UK-based Murphy and Sons Ltd to be part of the Abergeldie journey to become one of Australasia’s largest majority locally owned contractors.

The transaction involved Murphy acquiring a 40% stake in Abergeldie, enhancing our capability to deliver larger-scale infrastructure projects while maintaining its independence and Australian control in a market dominated by international players. Murphy is a leading family-owned international specialist engineering and construction company founded in 1951 with operations across the UK, Ireland and North America, employing over 4,000 people.

In August 2024 we celebrated a remarkable milestone, our company’s 30th anniversary. This was not just a date in the calendar, it is a testament to the hard work, dedication and unwavering commitment for everyone who has been part of the Abergeldie journey. We had the opportunity to celebrate this achievement with our clients, suppliers, partners and staff with events in Sydney, Canberra, Melbourne, Brisbane and Auckland. As I mentioned at these events, our ingenuity, innovation, family culture, collaborative approach and giving back to the communities in which we live and work, have been instilled into the business by Mick and Robin from day one, building our reputation as a leading contractor with diverse capabilities.

We offer our deepest thanks to the Abergeldie team, both past and present, whose passion, commitment, resilience, dedication and perseverance have propelled us forward, ensuring that we have continued to grow and evolve as an organisation. The support and collaboration from our clients, partners, and staff have been instrumental in reaching this milestone and their trust has been a cornerstone of our success.

To celebrate this momentous occasion, we published a book titled, *Abergeldie 30 Years – A Legacy of Building Better Communities*, to capture, document and acknowledge all the wonderful achievements that the Abergeldie team have accomplished over the last 30 years.

As we reflect on FY25, we can really summarise this year, as the year that Abergeldie set itself up for continued growth, not just for the current 5-year plan, but for growth beyond 2030. We have a lot to celebrate and be proud of.

We continued to build our safety culture implementing our safety strategy, with a deep dive review and roll out across the business of improved critical risk controls, refreshing and updating our project induction video and reviewing and updating our work health and safety procedures along with new training collateral.

We won over \$350M in new work outside of our long-term framework contracts, including significant projects helping to build better communities, like the Hill Road Upgrade for Transport for NSW, the Stapylton Sewerage Network Upgrade for City of Gold Coast, the Pitt Town Bypass for Transport for NSW and the West Dapto Road Upgrade for Wollongong City Council

The infrastructure division successfully completed the Dewatering and Aeration Upgrades at the Merrimac Treatment Plant, is nearing completion of the Raising London Circuit and Medlow Bath Upgrade projects, and has made significant progress on the new bridge over the Macquarie River in Dubbo.

The Abergeldie Pipeline Renewals business improved performance and returned to profitability off the back of the successful delivery of the Yarra Valley Water Reliability Program.

The Abergeldie, BMD and KBR Joint Venture (ABKJV) ramped up through the year and have tendered significant work to ensure work in hand is in place for a successful FY26.

The utilities division continued the delivery of the Mardi Water Treatment Plant, the Castle Hill Water Resource Recovery Facility Compliance project, and the Asset Renewal and Replacement Program (ARRP). Revenue has also been increasing from the West Region Delivery Team (WRDT) and the ABKJV.

Watercare’s Central Interceptor project successfully completed tunnelling, with the southern sections and the Māngere Pumping Station commissioned and operational control handed over to the client.





We set out the enterprise architecture that will be the operational foundation to support our growth to a \$1B plus company, successfully implementing *Procore* to digitise our management system and improve productivity. The team mapped and planned for the reimplementation and migration from IFS APPS 10 to IFS Cloud.

We continued to bolster our functional capacity and capability throughout the year with key recruits into the safety, commercial, human resources, environment and sustainability and finance teams. We recruited and onboarded an Executive General Manager for Precontracts to support our continued growth to 2030. We implemented the Functional Support Collaboration Procedure to ensure we had a consistent enterprise platform for growth of our functional capabilities to effectively support the delivery of projects.

In accordance with our mission to build better communities, Abergeldie continued its corporate social responsibility activities with over \$500,000 in charitable donations. We extended our sponsorship of the St Vincent de Paul Society's Vinnies Van in Western Sydney for a further five years and continued our long legacy of participating in the Vinnies CEO and community sleepouts. We also continued our support of WaterAid, Engineers without Borders, Mates in Construction and Beyond Blue.

As part of our ongoing commitment to learning and development we self-developed and rolled out several Abergeldie Way training programs, including the Supervisor Leadership program, Project Manager Leadership program, Writing Skills, Presentation Skills, Commercial Management and Contract Management training, Project Management training and numerous Lunch n Learn programs throughout the year. We also introduced the inaugural Abergeldie Graduate Program.

We onboarded over 200 people through the year, including a new Executive General Manager Precontracts, Marshall Davert who will be instrumental in driving our future growth strategy and shaping the future of Abergeldie. We also continued to improve our staff retention, with our turnover rate now less than 13%. We now have over 780 people as part of the Abergeldie family. We continued our monthly webinar communications, taking this live to our project delivery sites so our teams can see the fantastic work that we are accomplishing firsthand.

We prepared and submitted our annual Gender Pay Gap report to the Workplace Gender Equality Agency (WGEA). The Gender Pay Gap is the difference between the average earnings for men and women, expressed as a percentage of the average earnings of men. It is imperative to distinguish this from the concept of equal pay, which ensures that women and men receive the same pay for the same or comparable work. For the 2023-2024 reporting period, we have reported an Average Total Remuneration Gender Pay Gap of 17.3%, positioning us 4.5 percentage points below the national average, and 5.7 percentage points below industry comparison, lower being better. Our workforce comprises 23% women, a figure we are actively working to increase.

Our people and projects continued to be recognised at several industry award events, including the Coolmunda Dam Gates Variable Counterweight Refurbishment which took out the Australian Water Association Infrastructure Project Innovation Award (Regional) and the New Intercity Fleet AC Feeders Stage 2 and Mandagery Creek Bridge Replacement which were recognised as Finalists at the Civil Contractors Federation (CCF) NSW 2025 Earth Awards.

We also celebrated the return of the Abergeldie Excellence Awards, an initiative designed to recognise the incredible achievements of our people every day and their steadfast commitment to our purpose. With 78 nominations received, the calibre of submissions was a true reflection of the talent, passion and dedication within our team. Congratulations to all finalists and our 8 outstanding winners Jose Nazareno, Stephen Hunter, Patricia Wu, Jason Risteski, Kate Cremin, Stephen Heazlett, Michael Pilkington and Adam Stout.

We enter FY26 with a very healthy authorised work in hand position of \$790M with an additional \$1.8B in unauthorised backlog to come from our framework contracts with Sydney Water, Water NSW, Australian Rail Track Corporation, Melbourne Water, Yarra Valley Water, Barwon Water, South East Water, Watercare and Unitywater.

The aim for Abergeldie in FY26 is to profitably increase turnover to \$760M. We will achieve our strategic goals through ongoing investment in:

- Our safety performance through ongoing learning, training and development.
- Maintaining the Abergeldie Way and recruiting likeminded staff that fit our culture.
- Supporting our people to progress long term careers with Abergeldie.
- Increasing capability and capacity in functional areas.
- Developing our enterprise architecture, enterprise resource platform, Information Technology systems and processes to improve digitisation, mobility, productivity and governance.
- Our Design and Construct capability, systems and processes.
- Implementing our plan to achieve our 2035 Net Zero target.
- Beginning to explore diversification into a new sector as part of our 2030 business plan.

FY26 promises to be another amazing year for Abergeldie, delivering the complex infrastructure needed to build better communities.

Mark Bruzzone
Chief Executive Officer



A message from our Executive Chair

It has been another exciting and successful year at Abergeldie. A year of reflecting on our past achievements while putting the building blocks in place for the future growth of the company.

Celebrating 30 years of building better communities in August 2024 gave us all cause to reflect on the remarkable journey Abergeldie has taken over the last three decades to become the vibrant, thriving company it is today. Wonderful celebratory milestone events with our clients, suppliers, partners and amazing staff were held in Sydney, Brisbane, Melbourne, Canberra and Auckland.

Building on this strong foundation, Abergeldie CEO, Mark Bruzzone and his Executive Team developed a five-year business plan to double our turnover by 2030. With the quality of our employees, robust systems in place and strong collaborative relationships with our clients and delivery partners, the Abergeldie Board endorsed the ambitious plan with every confidence it would be delivered.

Focussing on the years beyond 2030, the Abergeldie Board looked at how it could support the Executive Team achieve our longer-term goal of Abergeldie being a locally owned top tier contractor in Australia and New Zealand, while continuing to work collaboratively with our local clients to deliver the complex infrastructure required to assist our part of the world safely achieve net zero emissions and build strong and thriving communities.

The Board came to the view that the best way to strengthen the company and support the team was to find a strategic partner to support that growth journey. The Board then embarked on an ambitious 12-month extensive worldwide search to see if it could find the right strategic partner. A partner that was ideally a family company with a similar culture and comparable technical capability to Abergeldie.

In September 2024 Abergeldie started discussions with UK head-quartered J. Murphy & Sons Limited (Murphy).

Those discussions over many months, involved visits by the Abergeldie team to Murphy offices and worksites in UK and Ireland, and visits by the Murphy team to Abergeldie offices and worksites in Australia and New Zealand. These confirmed the cultural and technical alignment of the two companies. Those discussions culminated in Abergeldie entering into a strategic partnership with Murphy in May 2025.

The partnership involved Murphy acquiring a significant minority 40% stake in Abergeldie, while Abergeldie's Founders retain majority ownership. This will enhance Abergeldie's capability to deliver larger-scale infrastructure projects while maintaining local Australasian control in a market of international players, and is a significant step in the longer-term goal to grow Abergeldie over the next decade into a family-owned tier one contractor, with significant local ownership, delivering major complex infrastructure projects in Australia and New Zealand.

Murphy, like Abergeldie, provides engineering and construction solutions to the energy, transportation, water and natural resources infrastructure sectors.

Murphy and Abergeldie share a proud heritage as family-owned businesses with strong commitments to community engagement and people-focused organisational values. Both businesses have aligned values of respect, integrity, trust, accountability, always delivering for the client and actively supporting their people and investing in career development.

This coming year is set up for continued success with the strategic partnership with Murphy now in place. Success is always about the quality of the people in, and the culture of, an organisation. Abergeldie has always been a collection of good people who continue to collect more good people as we grow. The partnership with Murphy will only enhance this by allowing Abergeldie access to key Murphy construction and design personnel, innovative construction technologies and methodologies as well as strengthening our financial capacity.



At Abergeldie we aim to build better communities. We are all members of a dedicated team. We care about what we do, how we do it, and we look after the people who work beside us. As we say, that's the Abergeldie Way, our guiding principle, underpinning our planning and decision making for 30 years, and it remains just as relevant today as we embark on our exciting partnership with Murphy. At its core, the Abergeldie Way is outlined in 6 values:

- We pursue the more complex projects.
- We are serious about safety, quality, and the environment.
- We look for opportunities to innovative. We take initiative.
- We do what we say we will. We are dedicated.
- We are a team that supports each other.
- We celebrate success together.

On behalf of the Board, I would like to commend the efforts and capacity of the Abergeldie CEO, Mark Bruzzone, and his broader leadership team this past year. With the additional work placed on the team associated with the Murphy transaction and nearly 12 months of due diligence, the results achieved by Abergeldie this year are especially pleasing.

At Abergeldie we look forward over the coming years to working collaboratively with our clients to use the enhanced capability provided by the strategic partnership with Murphy to deliver greater value by safely and competitively designing and constructing the larger-scale complex infrastructure projects required to build strong and thriving local communities.

Mick Boyle
Executive Chair

Celebrating 30-years of Abergeldie

Abergeldie was established in 1994 by Co-Founders Mick Boyle and his wife Robin, driven by a dedicated mission to build better communities. Over three decades, we have grown steadily to become a leading infrastructure contractor across Australia and New Zealand and have built a reputation for collaboration, innovation, excellence, and culture of giving back.

For thirty years, we have been at the forefront of delivering large, complex projects ranging from dams and weirs, bridges and roads, tunnels and shafts, water and wastewater pumping stations and

treatment plants, rail and mining infrastructure, electrical and energy storage infrastructure, marine works and pipeline renewals that enhance communities.

From our first major projects to our most recent, our journey has been defined by strategic growth, a passionate, dedicated, and talented team with an unwavering commitment to our values which we call The Abergeldie Way. Our success has been marked by numerous industry accolades, celebrating our unwavering commitment to quality, innovation, safety, and environmental stewardship.

1994-2004

The early years

In the early years the company was focused on building the team and establishing foundations that would guide our success.

1994: Abergeldie Complex Infrastructure was founded in Canberra.

1996: Abergeldie re-located to Sydney, establishing its first office.

2001: Abergeldie invested in Ardent, an innovative shaft sinking company which it fully acquired in 2007.

2004: Abergeldie was awarded the Grahamstown Dam project for Hunter Water.

2007: Abergeldie opened the Brisbane office and St Marys yard.

2005-2014

Strategic Growth: Expanding expertise and capability

2008: Abergeldie opened an office in Newcastle and acquired John Young (Kelvinhaugh) while also being awarded the Lower Molonglo Treatment Plant Upgrade for Icon Water.

2012: Abergeldie expanded into Auckland and was awarded the Lucinda Bulk Sugar Terminal Repair Works for CSR in Queensland.

2014: Abergeldie opened an office in Melbourne.

2015-2024

Continuing our growth and expansion

2016: Abergeldie acquired Kembla Watertech, a pipe relining business, Harker Underground, New Zealand's most respected tunnelling and micro-tunnelling specialist and ASM Fabrications, a structural steel work Fabrication Company. Abergeldie was also acknowledged as a Top 10 CSR company by the Australian Centre for Corporate Social Responsibility.

2018: Abergeldie was awarded the Springvale Mt Piper Power Station Water Treatment Facility for Veolia and the Melbourne Capital Works Program as part of the Safety Focused Performance Joint Venture with Downer and Stantec.

2019: Abergeldie as part of the Ghella Abergeldie Joint Venture secured the Watercare contract for the Central Interceptor project in New Zealand.

2020: Abergeldie established Ardent Underground Hydrogen Storage and the WRDT, a consortium comprised of Abergeldie, Fulton Hogan, Stantec and Atlas to deliver services under a collaborative 10-year programme of work with Sydney Water.

2022: Abergeldie acquired DKM Utility Services to expand its pipeline renewal business in Victoria.

2023: Abergeldie was awarded the New Dubbo Bridge project for Transport for NSW and the ABK Joint Venture comprised of Abergeldie, BMD and KBR secured the South East Water contract in Melbourne.

2024: Abergeldie was selected on Watercare's Wastewater Pipeline Renewals panel as part of a \$3.5B asset renewal program and was selected as one of two Delivery Partners supporting Yarra Valley Water to deliver water and sewerage services across Melbourne.

2025...

Building a sustainable future

2025: Abergeldie welcomed like-minded partner, J. Murphy & Sons Limited (Murphy) as a new shareholder to become one of Australasia's leading family-owned infrastructure contractors.

Our year in numbers

 **\$683M** ANNUAL TURNOVER
^1%

 **\$42.9M** EBITDA

 **^7.6%** NET PROFIT BEFORE TAX

 **\$2.68B** WORK IN HAND
v5.5%

 **\$622M** TENDERS AWARDED
v 49%

 **>50** COMPLETED PROJECTS

 **>120** ACTIVE PROJECTS

The percentage increase or decrease is calculated on the difference between the FY25 and FY24 results.

Safety

 **3.2** HiPoFR

 **0.0** SIFR

 **1.04** LTIFR
v46.2%

 **9.77** TRIFR
v9.5%

People

790 TOTAL STAFF
^6.5%

225 HIRES
^16.7%

 **13.1%** STAFF TURNOVER
v3.8%

Diversity and Inclusion

 **23.65%** GENDER DIVERSITY

 **17.3%** AVG. TOTAL REMUNERATION GENDER PAY GAP¹

 **2.4%** SOCIAL PROCUREMENT
v4%

Learning and Development

 **20,700+** STAFF TRAINING HOURS
^54%

 **100** TRAINING COURSES
^17.6%

 **50+** IN-HOUSE LEADERSHIP COURSE PARTICIPANTS

Sustainability

 **\$550k** CHARITABLE DONATIONS
^10%

 **\$95k** RAISED BY OUR STAFF

Net Promoter Score

 **26.67%** 12-MONTH ROLLING AVERAGE NET PROMOTER SCORE
v66%

1. The Average Total Remuneration Gender Pay Gap is 4.5 percentage points below the national average.

Our people

At the heart of our success is our people

Over the past year, in line with our culture which we call The Abergeldie Way, we have continued to invest in developing a strong, inclusive, and capable workforce that can help us achieve our 2030 strategic objectives. Through initiatives such as the launch of our inaugural 2-year Graduate Program, enhancements to the onboarding process, and expanded training and development, we have continued to invest in the growth and capability of our team. We have also remained steadfast in our commitment to diversity and inclusion, and we have proudly recognised and celebrated the achievements of our people through various industry accolades and the relaunch of our Abergeldie Excellence Awards. These initiatives reflect our commitment to investing in and supporting our people as we work towards our long-term success.

The launch of our Graduate Program: building our future leaders

In 2025, we proudly launched our 2-year Graduate Program, a strategic initiative designed to attract and nurture emerging talent in the civil construction industry. This initiative is more than a career entry point, it's a leadership pipeline. Our graduates are immersed in hands-on experience and mentorship and provided with structured learning pathways. The program reflects our commitment to investing in the next generation of industry leaders.



11.8% ^{^54%}
WOMEN IN NON-TRADITIONAL
ROLES



12.6% ^{^61.5%}
WORKFORCE UNDER 25



27
MENTOR PAIRS



18 GRADUATES IN OUR
GRADUATE PROGRAM



14
UNDERGRADUATES



Abergeldie Graduates at our Head Office

Enhancing the onboarding experience from the outset

To ensure every new team member feels welcomed, informed, and empowered from day one, our pre-boarding and onboarding processes have been enhanced. Through the implementation of streamlined digital pre-boarding platform *Simon*, improved welcome packs, and structured induction programs, we have created a consistent and engaging experience that sets the foundation for long-term success.

Investing in our people through training and development

Providing our people with the tools and expertise to perform at their best, our education and learning opportunities have been expanded. We now offer 7 in-house signature training programs, delivered 16 Lunch n Learn sessions and invested in over 20,000 hours of training including mandatory training, certificates and tickets.

Diversity and inclusion

Encouraging a diverse and diverse and inclusive workplace, we aim for everyone to feel valued and supported. Transparent gender equity reporting (WGEA), continued growth of our *Women in Civil* network, and meaningful Indigenous participation across our projects have helped us to achieve this objective.

Awards and accolades

Over the past year we have proudly celebrated the achievements of our people through industry recognition and internal awards.

Industry Awards

In 2024, several of our projects were honoured across the industry for their innovation, technical excellence, and impact. The Coolmunda Dam Variable Counterweight Refurbishment project received the Infrastructure Project Innovation Award at the Australian Water Association Awards.

In 2025, both the Mandagery Creek Bridge Replacement and New Intercity Fleet AC Feeders Stage 2 were named Finalists at the CCF NSW Earth Awards, highlighting their contribution to civil construction excellence.

The Churchill East Pump Station received a Highly Commended at the CCNZ Hirepool Construction Excellence Awards, further demonstrating our commitment to delivering high-quality infrastructure across Australia and New Zealand.



Australian Water Association Awards



CCNZ Hirepool Excellence Awards night

Abergeldie Excellence Awards

The Abergeldie Excellence Awards were re-launched to recognise the incredible work our people do everyday and their unwavering alignment with our core values and the value proposition which we provide our clients. The awards and their respective winners are outlined below.

Environmental and Sustainability Champion: Recognises individuals who lead by example and they actively promote and uphold our 10 Environmental Minimum Standards. From environmental compliance to driving innovative practices that improve our social and ecological impact, this award celebrates making a difference on site and beyond.

Winner: Jason Risteski

Community Champion: Recognises individuals who give back through volunteer work, charitable involvement, or community engagement. This award reflects Abergeldie’s commitment to building better communities and making meaningful contributions beyond the workplace.

Winner: Kate Cremin

Safety Champion: Recognises individuals who live and breathe our safety vision: ‘Inspired to work, proud to go home, better health and safety for our family’. They champion Abergeldie critical risk controls in all things they do. They are role models for safe work practices, legal compliance, and protecting our people.

Winner: Stephen Heazlett

Innovation Champion: Recognises individuals who challenge the status quo. Whether it’s a new system, process, or way of working – these individuals lead change, find smarter ways to deliver, and they collaborate to design and implement solutions and processes for project delivery and business improvement.

Winner: Michael Pilkington

Collaboration Champion: Recognises individuals who embody teamwork by supporting others, building strong relationships, and uniting people, including clients and colleagues, to solve problems and achieve shared goals for Abergeldie.

Winner: Adam Stout

Future Leader Award: Recognises early-career team members (less than 10 years’ experience) who show strong potential as future leaders. These individuals take initiative, drive positive outcomes, and inspire those around them through commitment, innovation, and leadership.

Winner: Patricia Wu

The Abergeldie Way Award: Celebrates individuals who embody The Abergeldie Way, they go above and beyond to get the job done the right way, upholding Abergeldie’s values in everything they do. They consistently deliver high-quality outcomes, support their colleagues, and act with integrity, professionalism, and fairness.

Joint Winners: Jose Nazareno and Stephen Hunter



Abergeldie Excellence Award Winners at our Head Office



Jason Risteski



Kate Cremin



Stephen Heazlett



Michael Pilkington



Adam Stout



Patricia Wu



Jose Nazareno



Stephen Hunter

Health, Safety, Environment and Sustainability

Streamlined functions, enhanced collaboration

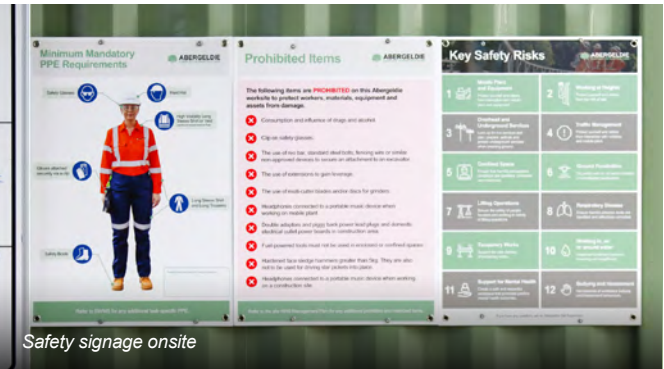
In FY25, we took a significant step forward, restructuring to integrate our Health, Safety, Environment and Sustainability functions into a unified team. This will help to enhance collaboration, streamline processes and strengthen our functional support capability to support project delivery, ensuring alignment with our safety and sustainability goals and drive continuous improvement.

Refreshed safety strategy

We refreshed our safety strategy to strengthen our capability and capacity to work safely. This has involved simplifying our tools and language and re-prioritising our efforts to focus on areas of critical risk, where our people can be harmed. Key initiatives have included:

- Enhancement of tools for Safety Critical Risks and associated Critical Risk Controls;
- Commencing a comprehensive review of Workplace Health and Safety Management System Manual;
- Re-developing site inductions to improve relevance and engagement and;
- Rolling out digitised systems to streamline sign in and inductions and the development of tools for Safe Work Method Statements and dynamic risk assessments.

These improvements aim to improve our safety performance and provide an efficient and safer working environment for all people working across our sites.



1,080

CRITICAL CONTROLS ASSESSED



2

TFNSW PROJECTS UNDER SUSTAINABLE DESIGN GUIDELINES



2

ISC RATED PROJECTS



380+

VOLUNTEERING HOURS



\$9M

INDIGENOUS SPEND



Nicola Wallace with the environment team

Environment

This year, we made significant progress in strengthening our environmental performance and sustainability practices across the business through a series of strategic initiatives that have built capability, improved awareness, and laid the groundwork for long-term impact.

As part of Environment Month at Abergeldie we launched the 10 Environmental Minimum Standards, to establish a consistent baseline for environmental performance across all projects. Concurrently, more than 70 awareness sessions were delivered across our project sites, focusing on these standards and expectations, empowering our people to better understand environmental risks and to take action to protect and restore the environment in the communities where we live and work.

Continuing our journey to Net Zero, Wolf Peak Consultants were engaged to undertake a Gap Analysis on our preparedness for the climate-related disclosure reporting and to develop a strategy to ensure we are ready to meet our AASB Stage 2 reporting obligations next year.

Stage 1 involved measuring the greenhouse gas emissions generated from our operations to prioritise emission reduction actions. Stage 2 focused on the identification of emission reduction targets to begin the Net Zero journey. Stage 3 will see us identify our climate related risks to meet the mandatory climate disclosures.

We also developed an Environment and Sustainability Strategy. This aims to guide the growth of the team and our ability to protect the environment and operate sustainably in the communities we work in. The strategy is focussed on improving process, awareness and training, resources, culture and environment and sustainability performance.

To build capability, we rolled out mandatory environmental training modules facilitated by independent environmental professionals (SEEC and 4Pillars), targeting high-risk areas including waste management and erosion and sediment control management across all Queensland, New South Wales and Victorian sites.



Tree planting at a project site in Sydney



Vinnies NSW cheque presentation

Sustainability

Reconciliation Action Plan Working Group

In a meaningful step toward reconciliation, we have formed a new working group to guide the next phase of our Reflect Reconciliation Action Plan (RAP). The team will review and build upon actions from our previous Reflect RAP to develop a renewed plan in consultation with Reconciliation Australia. This will enable us to sustainably and strategically take meaningful action to advance reconciliation.

Early in 2025 we hosted Tim Selwyn of Girri Girra, a proud Wongaibon and Wiradjuri man, who generously shared his story, his culture, and the important work Girri Girra does to connect people with Country and culture. These initiatives aim to foster understanding and respect for Aboriginal culture and traditions.

This engagement aligns with our commitment to building better communities through meaningful partnerships and cultural awareness as well as our ongoing commitment to the RAP journey. By connecting with Indigenous leaders and embracing cultural learning, we will continue to support initiatives that promote inclusivity and respect within the communities we serve.

Purpose led giving

In FY25, we advanced our commitment to building better communities through a refreshed CSR Strategy shaped by

employee feedback and aligned with our purpose, vision, and values. Guided by four key pillars, Wellness, Next Generation, Hardship, and Sustainable Futures, we now focus our support on initiatives that deliver meaningful, long-term impact. Through direct funding and volunteering, we partner with organisations that address critical issues such as mental health, education, homelessness, and environmental sustainability.

Staff fundraising and volunteering

At Abergeldie, we proudly support and encourage our employees to engage with charitable initiatives that align with our CSR pillars and giving principles and resonate with them personally. Over the past year, our team has actively participated in a variety of events and fundraising efforts including the Cancer Council NSW's 7 Bridges Walk and Biggest Morning Tea, the MS Gong Ride, Movember, tree planting for Mid-Macquarie Landcare, The Smith Family Giving Tree, the Salvation Army Gift Drive in Dubbo, the Vinnies CEO and Community Sleepouts, and Clean Up Australia Day.

In addition, our dedicated Abergeldie team continues to operate the Greater Western Sydney Vinnies Van for the St Vincent de Paul Society on a monthly basis, an ongoing commitment we are very proud of.



Abergeldie volunteer team at Vinnies CEO Sleepout



Landcare treeplanting in Dubbo



Mark Bruzzone at Vinnies CEO Sleepout



Cancer Council 7 Bridges Walk



WSU Solar Car Roadshow at the Medlow Bath Upgrade



WRDT team crossing the MS Gong Ride finish line

Community engagement

In the true spirit of The Abergeldie Way, we aim to leave a positive legacy for the communities where we live and work. Across all our projects we aim to support local, Indigenous and social enterprises through the procurement of goods and services. We also are committed to ensuring our supply chain is free of modern slavery and aim to create employment opportunities for locals.

Our teams engaged with local communities through a variety of initiatives. These included donating fresh foliage and tree trunks to zoos and wildlife parks, hosting industry talks to support women in construction, facilitating work experience programs, sponsoring STEM challenges, and participating in environmental activities such as tree planting and community clean-ups.

Modernising our workspaces: Tullamarine office refurbishment, Melbourne, Victoria

By transforming our main Melbourne hub at Tullamarine into a modern, purpose-built space we have brought our teams together under one roof and set the stage for collaboration, innovation and shared culture.

The upgraded facility features cutting-edge technology, with fully integrated wireless workspaces, electric sit-stand desks, a spacious boardroom, quiet rooms for focused work, an industry leading training room and inviting kitchen areas. We enhanced our security solution to meet our information security certification requirements including keyless entry, biometrics access validation and external monitoring cameras enhanced by AI and number plate recognition.

In line with our commitment to reconciliation, we are working with the local Traditional Owners to name our new conference rooms.

To celebrate the reopening, we hosted a Smoking Ceremony and BBQ, an event filled with energy, reconnection, and excitement.

The Tullamarine office now sets the standard for Abergeldie moving forward, with all other corporate offices planned for upgrade in the coming years.



Tullamarine office refurbishment



Tree planting in Dubbo with Mid Macquarie Landcare



Clean Up Australia Day at Parsley Bay

Quality

Modernising project management systems

Management systems and quality

We aim to continuously improve the quality of our work, focusing on implementing efficiencies for existing processes, and expanding transparency of performance reporting across the business.

Strategic project: Management System digitisation and optimisation

Pushing toward the goal of having a trailblazing management system by the end of FY26, we have implemented *Procore*, a construction management platform, to digitise the management system, allow for fully portable data recording and to provide project, division and company level compliance reporting. This project will benefit project personnel by reducing duplication, reducing reliance on paper and providing fully dynamic quality processes.

Management system review: new and revised procedures and training

To accompany the digital transformation, the entire management system is under review, through consultation, to guide the business to implement the efficiencies and harness the power of *Procore*. The expanded Systems and Quality team, assisted by the subject matter experts in the business, and the digitisation project management team, facilitated the systematic review and revision of the entire management system, implementing process maps and training material to manage the change impacts.



IT Transformation

Building smarter and secure systems

We continued to invest in our enterprise architecture to drive mobility, productivity, efficiency and reporting. Key initiatives completed include a review of the IT projects list and prioritisation of tasks, and the identification of quick wins. We have also developed and implemented our Enterprise Architecture plan, our Systems Governance body and procedures and rolled out *Zendesk* and *Jira*.

Additional achievements include the completion of Purchase Order Auto Matching, the enablement of NZ time sheet entry through IFS, and the integration of IFS with Yarra Valley Water's Maximo system. An AI rollout plan and supporting procedures are also currently in progress.

To improve security and governance we launched the Phished Academy and Auto Elevate, developed our information security policy and manual, achieved ISO 27001 certification and are developing our data loss prevention measures.



Our capabilities

Delivering infrastructure across the project lifecycle



Water Resources

We partner with water utility companies and authorities to deliver large, complex water infrastructure projects and programs of work, managing all aspects from detailed design to construction. Our multidisciplinary team delivers civil, structural, mechanical, electrical and restoration works through a collaborative approach.

Our work spans from structural remediation and spillway upgrades to underground works, including tunnel remediation to enhance water flow, increase storage capacity, improve safety, and support environmental sustainability. This often involves fishway installation, sediment management and the integration of monitoring systems.

Some of the key projects we have delivered this year include the Seaham Weir Refurbishment and Modification for Hunter Water, and the flood remediation works at the Warragamba Deep Water Pump Station, the Warragamba Pipeline Corridor Restoration, the Balranald Weir WHS Upgrade and the Greater Sydney Roads Renewals under the Asset Renewal and Replacement Program for WaterNSW.

Water Utilities

Our water utilities capabilities span the full lifecycle of water infrastructure, from the construction of new assets to upgrades of existing treatment facilities and networks, as well as complex tunnelling, sewer rehabilitation, and water main renewals, to help communities thrive. With in-house expertise, we offer efficient, self-performing capabilities that support a collaborative, outcomes-focused approach and drive strong cost efficiency. We also deliver greenfield and brownfield projects of all sizes under a range of contract models used throughout Australia and New Zealand.

A significant portion of our work in this sector is delivered through long-term collaborative frameworks with major clients including Sydney Water, Melbourne Water, Watercare, South East Water, Yarra Valley Water and Auckland Council. Some of these are delivered through joint venture partnerships, while others are delivered through direct engagement.

In addition to these frameworks, we also deliver standalone projects for water utility clients. Key projects delivered or underway in FY25 include the Dewatering and Aeration Upgrades at the Merrimac Sewage Treatment Plant, upgrades at the Mardi Water Treatment Plant, the Castle Hill Water Resource Recovery Facility Compliance project, the Maroochydore Sewerage Treatment Plant Upgrade and the Bribie Island Sewage Treatment Plant Renewal Works.



Bridges and Roads

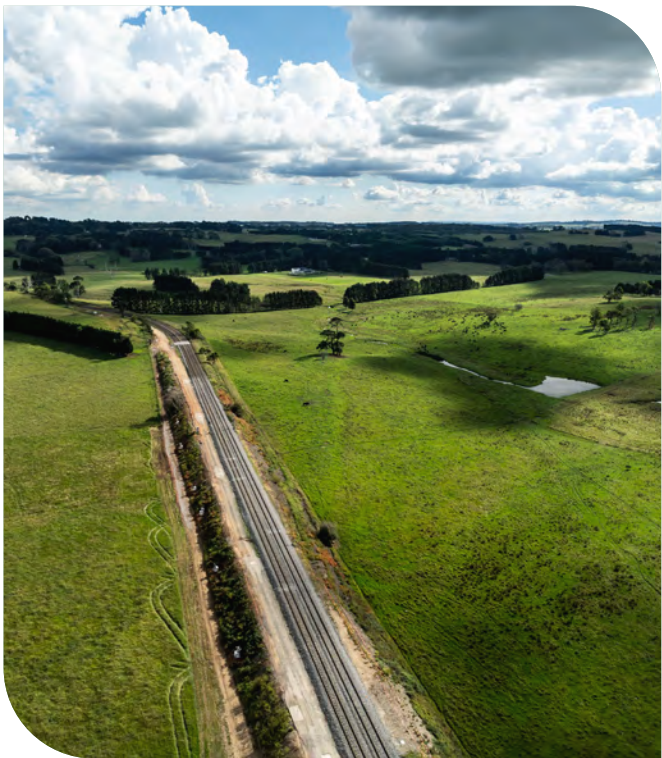
Working closely with transport agencies and local governments we deliver solutions that improve connectivity, enhance safety, and support sustainable growth. Our expertise spans super-T and precast beam bridges, cable-stayed structures, and road systems, including drainage, embankments, signalling, and street lighting. Whether in live traffic environments or challenging terrains, we apply advanced engineering and innovative techniques to overcome challenges.

Some of the key projects delivered this year include the New Dubbo Bridge, Raising London Circuit, the Medlow Bath Upgrade, the bridge over the Lachlan River at Warroo, the Hill Road Upgrade and the Pitt Town Bypass.

Community Infrastructure

With our broad expertise and capabilities, we deliver projects that transform urban spaces and improve livability. From shared paths and cycleways to pedestrian bridges, boardwalks, and underground tunnels, we design safe, accessible routes that promote active lifestyles. Our expertise also extends to the construction of precision-engineered sporting facilities, and spaces where athletes and communities can thrive.

Over the past year, we successfully completed the T-Way Stages 1 and 2 Cycleway at Constitution Hill, which included a new bridge and cycleway to enhance safety and accessibility, and the Sandstone Pedestrian Tunnel for Built, linking two heritage-listed buildings and serving as a pedestrian thoroughfare and route for critical building services in Sydney's CBD.



Rail Infrastructure

We have extensive expertise in the rail sector, with a strong track record of delivering complex projects for prominent clients. We are trusted to design, construct, test, and commission works across critical rail networks.

Our experience spans signalling and communications infrastructure, track formation and reconditioning works, turnouts and crossing renewals, high voltage traction substations, digital systems, traction overhead wiring, station construction and access upgrades, maintenance works, tunnels, retaining walls, bridges, associated roadworks, and commuter car parks.

Over the past year, the team has made significant progress on the Southern Highlands Overtaking Opportunities (SHOO) Main Works and delivered several track reconditioning and earthworks projects as part of the Hunter Valley track renewals for Australian Rail Track Corporation (ARTC), as well as maintenance renewal works for DP World.



Energy Infrastructure

As the world shifts towards renewable energy, the demand for resilient and robust infrastructure to support energy generation, storage and transmission continues to grow. At Abergeldie, we leverage our deep expertise to offer large-scale energy storage solutions that are enabling this shift. Our capabilities include gravity storage, hydraulic storage, pumped hydro, and ardent underground hydrogen storage, all of which are helping to build a more sustainable future.

Our projects

Infrastructure that shapes communities



Abergeldie, BMD and KBR Joint Venture

Location
**SOUTH EAST
MELBOURNE, VIC**



As part of the Abergeldie, BMD and KBR Joint Venture (ABKJV), we are one of two industry partners undertaking the planning and delivery of major infrastructure upgrades for South East Water under their Integrated Planning and Delivery (IPD) model.

This collaborative model is designed to ensure the provision of high-quality, reliable water, sewage, and recycled water services across South East Water’s catchment area, from Port Melbourne to Portsea and approximately 30 kilometres east of Pakenham.

Over the past year, we have built strong momentum through substantial efforts in planning, bidding, pricing, and securing new work with South East Water and we anticipate a significant increase in activity in FY26. Active project sites for the ABK JV include:

- Blind Bight Pipeline
- Monterey Recycled Water Scheme
- Floating Cover Replacements
- Dingley West Reticulation
- Guy and Riviera Streets Sewer Renewals
- Ongoing water pipeline renewal programs

In FY26, the ABKJV is expected to significantly expand the scale of its program, with approximately \$100 million in forecasted works to be delivered across Melbourne’s South Eastern suburbs, including Pakenham, Blind Bight, Mornington, Frankston and Springvale. Key upcoming projects include the Pakenham Wet Weather Storage and the Blind Bight Water Recycling Plant upgrades, including the installation of a new pump station and the reinstatement of existing treatment lagoons.



Asset Renewal and Replacement Program

Location
NEW SOUTH WALES

Client


Abergeldie has been one of two construction partners collaborating with WaterNSW to deliver services under their Asset Renewal and Replacement Program. Commencing in 2021, the five-year contract includes an option for a three-year extension and covers a diverse range of works varying in scale and complexity across a large geographical footprint in NSW.

Some of the key projects completed in FY25 include the Warragamba Pipeline Tranche 2 Coatings, the Pheasants Nest Flood Damage Remediation, Chaffey Resnagging, and Nepean Weir E-Flow Remediation. Several new projects also kicked off including the Glenbawn Dam Replacement of the Hydraulic Power Unit for the Outlet Works and works at Copeton Dam.



Asset Upgrades and Renewals Program

Location
**AUCKLAND,
NEW ZEALAND**

Client
Watercare 

We have been selected as part of a panel to deliver a large, five-year program of works to renew and replace wastewater infrastructure in Auckland, New Zealand. The program encompasses upgrades to a wide range of assets, including pump stations, trunk sewers, rising and gravity mains.

Delivery under this panel is ramping up, with further momentum expected in FY26 as planning and procurement activities progress. We remain committed to supporting Watercare in delivering essential infrastructure that benefits the local community

Some of the key projects delivered under this program include the Treeview Avenue Pipe Bridge Remediation and the Borich Road Wastewater Pipe Bridge Remediation Works.



Auckland Council Healthy Waters Programme Framework Agreement

Location
**AUCKLAND,
NEW ZEALAND**

Client

Te Kaunihera o Tāmaki Makaurau

As one of three delivery partners on the Auckland Council – Healthy Waters Programme Framework Agreement, we are responsible for delivering general pipework across the region. This workstream includes the installation of new or replacement stormwater pipelines and box culverts, using open-cut or horizontal directional drilling (HDD) methods. The works aim to reduce flooding and support future growth. As a delivery partner, we contribute to early project phases such as optioneering, design input, technical advice and costing, as well as completing the physical construction works. Awarded in 2022, the panel is set to run for five years.

Two of the key projects delivered under this panel are the Omaha Drive and Boat Ramp Stormwater Upgrade and the Boundary Reserve Wastewater and Stormwater Project.



Location
WARROO, NSW



Bridge over Lachlan River at Warroo

Delivering the Warroo Bridge Replacement for Transport for NSW provides key infrastructure to improve safety, reliability and flood resilience for the Central West road network. Once complete, the new 56.65m-long super-T bridge will replace the existing structure over the Lachlan River at Warroo, 46km west of Forbes, providing a stronger, wider and more resilient connection for local communities.

Since mobilising to site earlier in the year, the team has achieved significant progress. More than 190m of steel tubular piles have been successfully driven, with all abutments, columns and headstocks completed and over 200m³ of concrete poured. The focus has now shifted to the superstructure, with the installation of 12 super-T girders, close to 19m long and weighing around 25t. The bridge consists of three spans with four girders across, providing a total width of 8.5m and overall length of 56.65m.

The project remains on track, with the new Warroo Bridge expected to be open to traffic by mid-2026.



Castle Hill Water Resource Recovery Facility Compliance Project

Location
CASTLE HILL, NSW

Client


Working closely with Sydney Water, we are constructing the Castle Hill Water Resource Recovery Facility Compliance Project. This project is part of the North West Treatment Hub work, made up of compliance and growth projects that ensure we cater for increased housing growth while improving water quality and reducing odour. The project involves the construction of new inlet works and an odour control facility, upgrades to the primary sedimentation process, an upgrade to the secondary treatment process including the addition of an anoxic zone, new tertiary filters, new and upgraded chemical facilities an upgrade to the disinfection system as well as high and low voltage electrical works.

In FY25 the team achieved significant progress, completing underground pipework, formwork, reinforcement and concrete works. The next phase will focus on structural steel and mechanical installations for the inlet works, anoxic tank, UF, UV and chemical dosing systems. High voltage ASP1 network installation works are also progressing with energisation planned for early 2026.

Surrounded by bushland, it has been integral for the project team to consider environmental impact throughout the lifecycle of the project. The team has safely relocated several Eastern Long Neck Turtles found on site to a nearby creek and partnered with Blue Tongue to plant over 400 tubestock plants along the creek and walking tracks near our site.



Central Interceptor Project

Location
**AUCKLAND,
NEW ZEALAND**

Client
Watercare 

Watercare’s Central Interceptor is a key infrastructure project designed to significantly improve Auckland’s wastewater capacity to accommodate it’s growing population and will reduce the frequency and volume of wastewater overflows, helping to protect the city’s beaches, estuaries and waterways. The NZD\$1.6B project features a 16.2km long, 4.5m diameter tunnel which runs between 15 and 110m below Grey Lynn ground from Herne Bay in the central Auckland (near the Harbour Bridge) across the city, under the Manukau Harbour to Māngere Wastewater Treatment Plant in the south.

Two link sewers intersect the main tunnel. The first, which collects flows from the Mount Roskill and Blockhouse Bay area, is 3.2km long and has an internal diameter of 2.1m. The second link sewer is smaller, at just over 1km in length with a 2.4m internal diameter, and it collects flows from the Mount Albert area.

The new infrastructure also includes 19 permanent shafts for operational use and future access, drop shafts, flow control and overflow structures, grit traps, air vents and treatment facilities, a major new pump station and rising mains.

In July 2024, the tunnel route was extended from Western Springs to Point Erin, Herne Bay, adding an additional 1.5km to the overall route.

Since construction began in 2019, the Central Interceptor has seen the induction of over 4,000 workers across 17 sites.

A major milestone was reached in February 2025 when the southern half of the 16.2 km tunnel from May Road, Mount Roskill south to the Māngere Wastewater Treatment Plant went live. In the proceeding months, an estimated 337,500m³ of combined stormwater/wastewater has been transported to the treatment plant instead of spilling into the environment, bringing Watercare’s goal of cleaner waterways one step closer.

Just one month later, the tunnel boring machine (TBM) completed its final breakthrough at Point Erin Reserve, Herne Bay, concluding her journey which started in July 2021. The 200m long TBM has travelled under the Manukau Harbour, across the city and laid more than 10,000 rings to build New Zealand’s longest wastewater tunnel for Watercare.

Since then, the TBM has been removed, and teams have been working on stripping out the tunnel to make sure everything is ready for commissioning, tunnel connections to the local wastewater network are taking place and reinstatement works across many of the sites is underway.

Watercare’s Central Interceptor project is due for completion in 2026.



Location
**SYDNEY OLYMPIC
PARK, NSW**



Hill Road Upgrade

The Hill Road Upgrade, a key Transport for NSW infrastructure project is designed to ease congestion and improve connectivity between Parramatta Road, the Carter Street Precinct, Sydney Olympic Park and surrounding areas. The project includes major intersection upgrades, road widening, improved motorway access and enhanced facilities for pedestrians and cyclists.

Following contract award in December 2024, works began in January 2025 with service relocations and construction underway. Key activities to date include beginning the upgrade of the Parramatta Road and Hill Road intersection and the widening of the M4 off-ramp, which required replacing existing slope protection with a concrete retaining wall.

As part of the road widening works, 60 branches from a eucalyptus scoparia, also known as a willow gum, needed to be removed. Rather than go to waste, the team donated the fresh foliage to Featherdale Sydney Wildlife Park for some very grateful koalas.

In the coming months, works will continue on the Parramatta Road and Hill Road intersection, as well as the upgrade of the John Ian Wing Parade intersection and construction of a new stub road linking to the future Carter Street Precinct, which will support 5,500 new homes.



Mardi Water Treatment Plant Upgrade

Location
CENTRAL COAST, NSW



Delivering this major upgrade of the Mardi Water Treatment Plant for Central Coast Council will increase the plant's capacity to deliver up to 160 million litres of safe, high-quality drinking water to locals per day. This upgrade will support the ongoing growth of the Central Coast region and will help to meet inter-regional water transfer commitments.

The project includes the full design, construction, testing, and commissioning of a wide range of improvements including conversion of existing tanks to PAC contact tanks, new flocculation and dissolved air flotation (DAF) systems, new, modern storage, batching, and dosing facilities, clearwater tank enhancements and pipework modifications, electrical, instrumentation and control system upgrades and associated mechanical repairs.

Over the past year we undertook a major shutdown, completed the DAF concrete structure with successful hydrostatic testing, commissioned the polymer chemical system and achieved practical completion for separable portion 2 works. Works are continuing in all other areas.



Location
MEDLOW BATH, NSW



Medlow Bath Upgrade

The Transport for NSW project widening 1.2km of the Great Western Highway at Medlow Bath is nearing completion. Managing sensitive community, heritage and environmental considerations within a live traffic and rail setting, this project has required complex scheduling and logistics including staged nightworks. Abergeldie has upgraded the road to a four-lane thoroughfare with a new signalised intersection roundabout, turning lanes, bus bays, a shared path, and major drainage and utility upgrades.

Over the past year, major milestones have been achieved, including the successful cutover of water, sewer, communications and electrical services, completion of stormwater drainage, and 90% completion of the westbound carriageway and shared path.

More recently, focus has shifted to the eastbound carriageway, now 70% complete, as well as final works at Bellevue Crescent and the area surrounding the soil nail wall. Landscaping and sediment basin works have also wrapped up at Railway Parade.

In the coming months, the team will be focused on completing the final sections of roadworks, signalising the Bellevue Crescent intersection, and delivering landscaping and finishing works across the site in preparation for project completion.



Merrimac Sewage Treatment Plant Dewatering and Aeration Upgrades

Location
GOLD COAST, QLD

Client
**CITY OF
GOLDCOAST™**

Located in one of South East Queensland's fastest growing regions, the Merrimac Sewage Treatment Plant is vital to the City of Gold Coast's wastewater network. Under a design and construct contract, we delivered key upgrades to increase capacity, improve efficiency, and support future growth.

The project bundled the Dewatering Upgrade, Return Activated Sludge Pump Station Upgrade and Stage 4 and 5 Air Header upgrades into one streamlined program. Working within a live, brownfield environment, the project team carefully coordinated construction to minimise disruption to ongoing operations. A structured design review process ensured stakeholder input was included at every stage, allowing for well-informed refinement. The completed upgrades have enhanced process flexibility, aeration capacity and sludge management while reducing energy use and long-term operational costs.

Delivered in close collaboration with the City of Gold Coast, the result is a future-ready plant with improved environmental performance. The project achieved practical completion in December 2024.



Maroochydore Sewage Treatment Plant Upgrade

Location
MAROOCHYDORE, QLD

Client
 **Unitywater**

Ensuring continued, safe and reliable wastewater treatment for Maroochydore and the surrounding communities is key to the Unitywater 5-year capital works program at the Maroochydore Sewage Treatment Plant. We made strong progress across several key areas including major refurbishment works on the bioreactor, the replacement of the aeration main at Plant A and the inlet refurbishment. Concepts and costs were developed for the new ferrous dosing skid, which has now been delivered.

Early procurement began for two UV systems and a centrifuge, and design commenced for the replacement of the UV systems and main switchboard. In addition, concept business cases were developed for safety improvement and flare replacement projects, both of which are expected to be added to the program in FY26.



Location
DUBBO, NSW



New Dubbo Bridge

Designed to improve traffic flow in Dubbo and ensure reliable access across the Macquarie River during flood events, we are delivering the New Dubbo Bridge as part of the Newell Highway Upgrade. The project includes a new 660m, dual lane, 20-span high-level bridge, highway upgrades and intersection improvements.

With Dubbo being our Abergeldie Central Western NSW hub, community collaboration has been prioritised throughout the project. Our local team comprising of a largely indigenous workforce has been key to the smooth running of the operations, along with substantial involvement of local suppliers and contractors.

Significant progress has been made over the last twelve months, with the bridge nearing completion. The substructure is complete, and the superstructure is close to complete, with final parapet installation, stitch pours and expansion joints underway. Road construction is also nearing completion with asphalt works progressing, while intersection works are progressing well as Stage 1 approaches finalisation.

In the coming months, works will focus on completing the bridge and the remaining 1.5km of roadworks, including stormwater drainage, kerbs, utilities and landscaping. Stage 2 works on both intersections will also commence, with electrical design and installation a critical part of the final delivery phase.

In collaboration with Transport for NSW, Dubbo Regional Council and local agencies, we have supported community initiatives focused on training, employment and education. This includes the Building Opportunities through Outreach Training and Support (BOOTS) program, which helped women gain skills and confidence for careers in construction. We also partnered on leadership workshops to build capability and connection, visited local schools to promote VET pathways and non-traditional roles, and supported the University of Newcastle's Science and Engineering Challenge, a hands-on STEM event encouraging students to explore future careers.

In June 2025, we joined Mid Macquarie Landcare and the Dubbo RiverCare Group for a hands-on community and conservation day. Volunteers from Abergeldie, Transport for NSW and the Dubbo RiverCare removed invasive weeds and planted over 150 Indigenous seedlings along the Macquarie River. This initiative, delivered through our partnership with Landcare Australia, reflects our ongoing commitment to caring for the environments where we live and work.



Location
PARSLEY BAY, NSW

Client


Parsley Bay Pump Station

Building new wastewater infrastructure for Sydney Water at Parsley Bay will re-direct untreated flows from one of Sydney’s last ocean outfalls. The project includes a new pump station and pipelines allowing treatment of flows before being safely released, improving water quality and protecting public health and local beaches.

Over the past year, we have made solid progress. Shortly after mobilising to site, we established temporary public amenities and demolished the existing amenities block. We then relocated existing utilities and widened the road to improve site access. Environmental controls were implemented, and the site was prepared with a partial excavation of the pump station to serve as emergency storage for groundwater ingress. A major milestone was achieved in July 2025 with the successful completion of the 1.84km, 600mm diameter horizontal directional drill bore from Parsley Bay to Rose Bay. Following this, installation of the new pipeline commenced and was successfully completed.

In February 2025, several of our team members supported Clean Up Australia Day at Parsley Bay, collecting rubbish from the beach and surrounding waters. Sustainability is integral to our operations, and this initiative reflects our commitment to protecting the environment while building better communities.



Location
CANBERRA, ACT



Raising London Circuit

Our transformation of Canberra’s city centre through the Raising London Circuit project, in collaboration with Infrastructure Canberra, is nearing completion. Works involved raising London Circuit by 6m using approximately 60,000m³ of approved fill, creating a new at-grade, signalised intersection with Commonwealth Avenue and removing outdated ramps. Close stakeholder engagement was essential to navigate the rebuilding of key road sections, complex utility relocations and asbestos removal.

Over the past year, substantial progress has been achieved, with London Circuit East now reopened to vehicles in both directions and new pedestrian footpaths and dedicated cycle lanes also complete. Finishing and landscaping works are underway, with the project expected to reach completion in the coming months.



Safety Focused Performance Joint Venture

Location
MELBOURNE, VIC

Client


The Melbourne Water Major Capital Delivery Program for design, construction and rehabilitation services commenced in June 2018 and the current framework will wrap up in 2028. The Safety Focused Performance Joint Venture (SFPJV) is one of two service providers competing and delivering work packages under the program. The program comprises capital works and renewal projects across water and sewerage assets, with a forecast annual capital-spend of approximately \$200M.

Some of the recent projects delivered through the SFPJV include the Yan Yean to Bald Hill Pipeline, the Yan Yean Water Treatment Plant Upgrade, the Maribyrnong Main Sewer Augmentation Stage 1, the North Yarra Main Sewer Rehabilitation, High Voltage-Low Voltage Renewals and a High-Voltage 62A Switchboard at the Eastern Sewerage Treatment Plant.

Over the past year, the SFPJV set the benchmark in safety performance, leading the way with a 12-month rolling TRIFR of 0.



Location
SYDNEY CBD, NSW

Client
Built

Sandstone Pedestrian Tunnel

Precision design, planning and tunnelling was required to construct a new pedestrian tunnel in Sydney’s central business district. Passing below the historically significant Bennelong Drain and above Sydney Metro tunnels, the tunnel was constructed utilising the Sequential Excavation Method.

The scope included, a 45m long tunnel which was excavated 3-7m below ground, a 7.3m-deep stair shaft, and a short 4m stair stub tunnel beneath the Lands building.

Successfully completed ahead of schedule in June 2025, the project was within budget and without incident.



Southern Highlands Overtaking Opportunity (SHOO) Main Works

Location
**WERAI AND JOPPA,
NSW**

Client
ARTC

Continuing our long collaboration with Australian Rail Track Corporation to upgrade critical transport infrastructure, we are delivering the Main Works for the SHOO project in Werai and Jpppa, NSW.

Following our successful completion of the early works package, this project allows the safe overtaking of freight trains up to 1,800m. Over the past twelve months, the project has progressed significantly, with all four crossovers installed at Werai, track reconditioning completed at both Werai and Joppa North, and the full installation of culverts, embankment widening and earthworks. More than 7km of Combined Services Route has been delivered, along with signal bases, axle counters, signal huts and council power connections.

These works have been supported by four major rail possessions and over twelve minor weekend shutdowns completed to date. The next major milestone will be commissioning the new crossovers into operation at Werai later this year.



Location
**GREATER WESTERN
SYDNEY, NSW**

Client
**Sydney
WATER**

West Region Delivery Team

Providing a reliable and resilient water supply across Western Sydney for our client Sydney Water, we are a lead partner in the WRDT consortium, delivering a 10-year program of works under a collaborative contracting framework.

Now entering its 6th year, the program is delivering design, construction and facility maintenance services across Sydney Water’s water, wastewater and recycled water systems across the western region of the greater Sydney Area.

In recognition of our strong technical, operational, commercial and collaborative approach to date, in June 2025, Sydney Water endorsed the second five-year term of the framework contract, extending our significant involvement as part of the WRDT through to 2029.

Since 2020, the WRDT has successfully delivered \$1.3B of new and upgraded water and wastewater infrastructure across Western Sydney, supporting the region’s growth and improving service reliability for local communities.

Some of the key projects undertaken include the Nepean Water Filtration Plant, Carramar Pumping station OCU, Glenfield Dewatering, Lansdowne Pumping Station, Liverpool Dewatering, North Richmond Chemical Renewal, Penrith OCU and Stage 7 and the SP0883 Mechanical and Electrical Upgrade. Others include the Badgerys Creek Wastewater Pump Station, Menangle Park Wastewater Pump Station, the Boundary Creek Remediation project and the North Richmond Emergency Reservoir Repairs.



Badgerys Creek Wastewater Pump Station



Boundary Creek Remediation



Menangle Park Wastewater Pump Station

Yarra Valley Water Delivery Reliability Program

Location
YARRA VALLEY, VIC



In July 2024 Yarra Valley Water contracted Abergeldie as a one of two strategic partners in their 12-year Delivery Reliability Program. Designed to support the health and well-being of their customers and communities, this program includes planned inspections, maintenance and renewals of water and sewer networks and associated network assets.

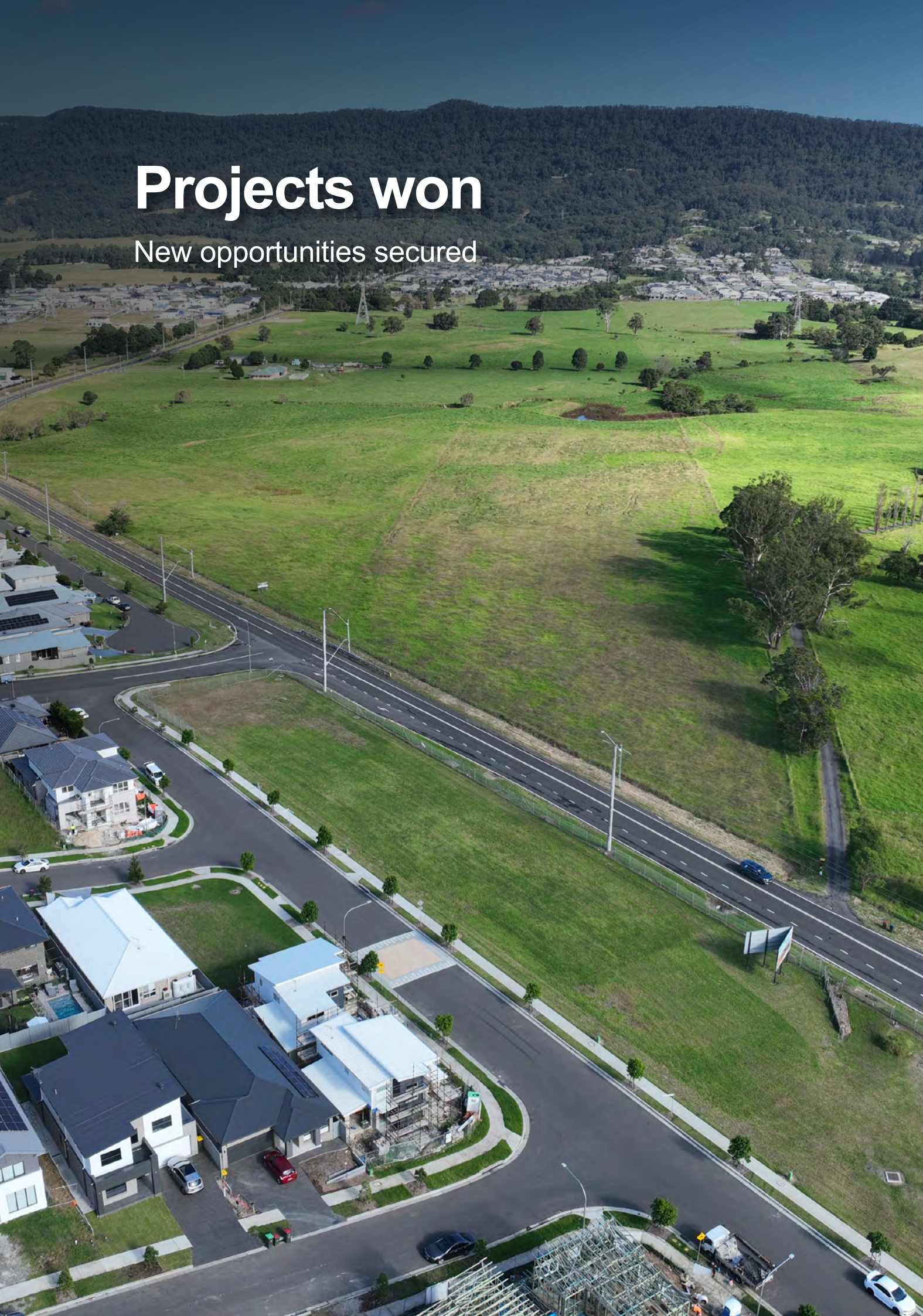
Some of the projects delivered under this framework contract include sewer renewal works at Toorak Road in Camberwell and Surrey Road in Blackburn; RAMP 03 Branch works at Normanby Road in Notting Hill; water renewal works under Package 3.2 at Glenlyon Road in Brunswick and Plenty Road; and Package 2 works at Dandenong Road in Oakleigh East.

Environmental protection and sustainability are integral to our operations and company ethos. Reflecting this, several of our team members supported Clean Up Australia Day with the Yarra Valley Water team. Together they worked to collect rubbish from Jack Roper Reserve in Broadmeadows.



Projects won

New opportunities secured



Pitt Town Bypass

Location
PITT TOWN, NSW

Client



Aiming to ease congestion and improve road safety, Transport for NSW has contracted Abergeldie to deliver the Pitt Town Bypass in Sydney's northwest. The project will reduce traffic through the town centre, particularly heavy vehicles, and improve journey efficiency for both local and regional road users. The bypass will extend Pitt Town Road past Bathurst Street onto Cattai Road, east of Eldon Street. Works include new roundabouts at key intersections, improved creek crossings to manage flood impacts, and road closures with maintained local access.



Stapylton Sewerage Network Upgrade

Location
STAPYLTON, QLD

Client
CITY OF GOLDCOAST™

Providing capacity to support population growth in the catchment area while ensuring compliance with environmental standards, Gold Coast City Council has contracted Abergeldie to design and construct the Stapylton Sewerage Network Upgrade. The scope of works includes the design and construction of approximately 15km of gravity and rising mains, two new pump stations as well as the renewal and decommissioning of existing assets.

Following the contract award in May 2025, we have established a dedicated Gold Coast office and begun the design processes and geotechnical investigations for the project.



Stages 1A and 2-4 of the West Dapto Road Upgrade

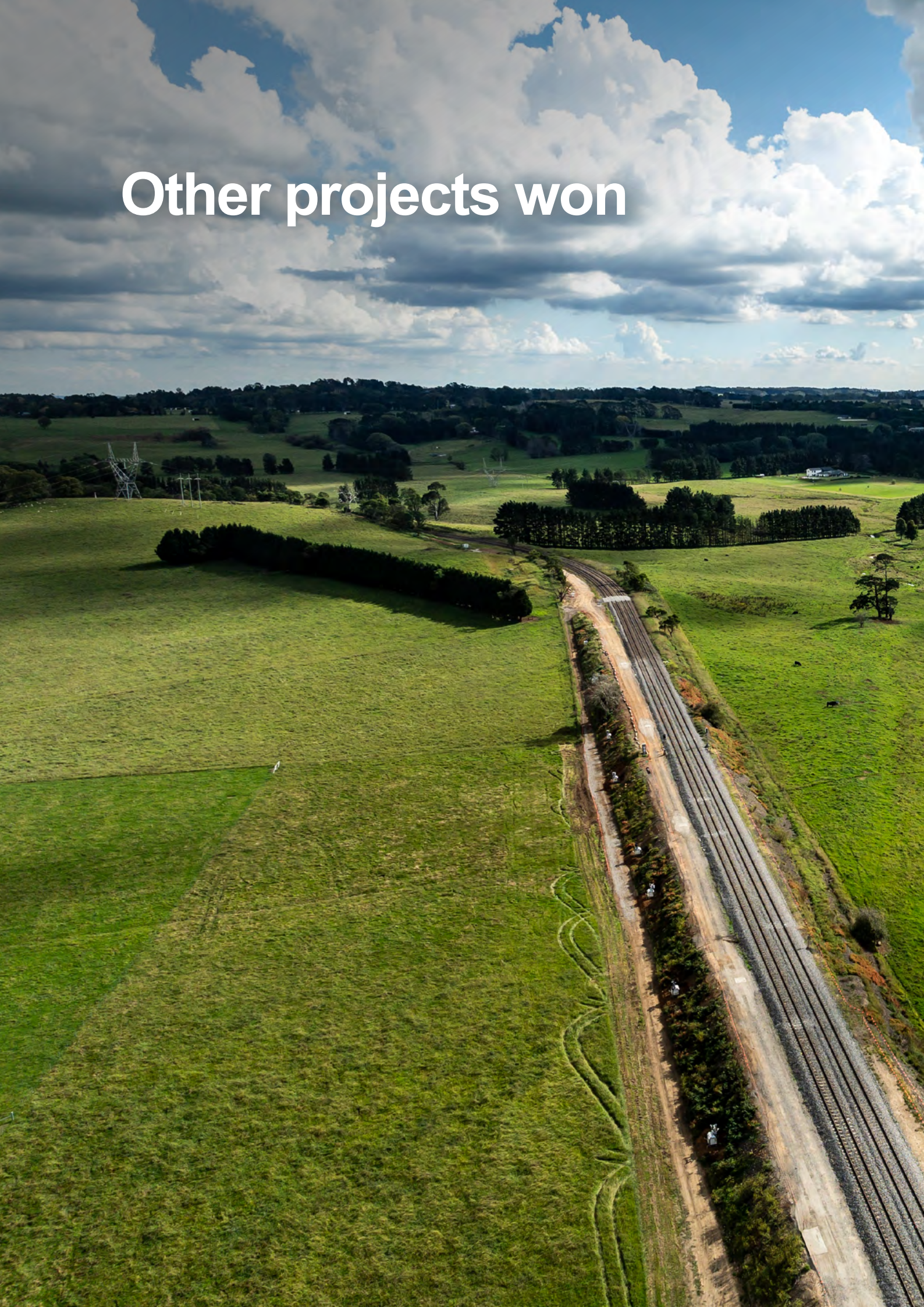
Location
WOLLONGONG, NSW

Client


Building on our successful completion of the West Dapto Access Strategy Stage 1B, Wollongong City Council has re-partnered with Abergeldie to deliver the West Dapto Road Upgrade Stages 1A and 2-4.

The works include intersection upgrades, new pavements, stormwater drainage, utility relocations, a pedestrian bridge, and improved pedestrian and cycleway linkages, and will improve safety, reduce congestion, enhance flood-reliable access and strengthen connections to the wider road network.

Other projects won



NSW

- ARRP – Warragamba Pipeline Tranche 2 Coatings
- ARRP – Warragamba Dam Radial Gates
- ARRP – Shoalhaven Control Gates
- ARTC Track Reconditioning FY22-24 RFQ 08
- ARRP – Warragamba Pipeline Internal Inspection Outage 4
- T-Way Cycleway Stages 1 and 2 at Constitution Hill
- Terranora Road Culvert
- DP World NSW Ports Upgrade
- ARTC Hunter Valley Turnout Term Contract FY24-FRQ#02
- Hunts Creek Bridge Replacement
- ARRP – Chaffey Pipeline Biodiversity Offset-Snagging
- ARRP – Warragamba Deep Water Pump Station
- Wallendbeen Bridge
- Bundle 19 South Reticulation
- ARTC Hunter Valley Turnout Term Contract FY24-RFQ#3
- ARTC Denman Ogilvie Level Crossing
- Upper Hunter Shire Council Sewer Reticulation F23/24
- ARTC Hunter Valley Track Reconditioning Term Contract RFQ11
- ARRP Greater Sydney Roads Upgrade
- ARTC Hunter Valley Track Reconditioning Contract RFQ12
- ARRP – Glenbawn Dam Refurbishment
- ARRP – Gogeldrie Weir Electrical Renewal
- ARRP – Marebone Electrical and Structural Upgrade
- ARRP – Copeton Dam Spillway Electrical Renewal
- ARRP – Shoalhaven Gates Mini
- Murwillumbah Pool Stormwater Manhole Repair and Patch
- ARRP – Copeton Dam Replacement HPU
- ARRP– Glenbawn Dam H03- Outlet works hydraulics
- Upper Hunter Shire Council Sewer Reticulation FY24/25

ACT

- Parks Way, Canberra DN900 x 28m

VIC

- Barwon Water Renewals FY24/25
- Stormwater Rehabilitation, Quarry Hill
- Brimbank City Council Stormwater FY23/24
- Yarra Valley Water Delivery Reliability Program
- Yarra Ranges Council Stormwater FY24/25 and FY25/26
- Yarra Valley Water Delivery Reliability – Package 1
- Yarra Valley Water Delivery Reliability – Emergency Sewer Package 1
- Yarra Valley Water Delivery Reliability – Package 2
- Yarra Valley Water Delivery Reliability – WQ Trial Valve Insertion
- Yarra Valley Water Delivery Reliability – Water Main Renewal, McPherson St, Coburg

- Yarra Valley Water Delivery Reliability – Emergency Sewer Package 2
- Yarra Valley Water Delivery Reliability – Sewer & Water Renewal Package 3
- Yarra Valley Water Delivery Reliability – Emergency Renewal at Madeline Street
- Yarra Valley Water Delivery Reliability – Carnarvon Street, Brunswick Water Renewal
- Yarra Valley Water Delivery Reliability – Sewer and Water Package 4

QLD

- Noosa Bioreactor Flow Splitter Repairs
- Maroochydore STP program – Diffuser Renewal
- Maroochydore STP program – Blower Pipework
- Coolmunda Dam Seepage Investigation
- Urban Utilities Sewer Reticulation FY23/24
- Unitywater HSL Lining FY23/24
- Kawana STP MBBR Media Installation
- Logan Sewer Reticulation FY23/24
- Urban Utilities Sewer Reticulation – FY24/25
- Maroochydore STP program- Inlet Works Refurbishment
- Rockhampton Regional Council Sewer Reticulation, FY23/24, Year 3
- DN375 Brisbane Airport
- Unitywater Sewer Reticulation FY24/25
- Rockhampton Regional Council Sewer Reticulation – FY24/25 – Year 4
- Maroochydore STP program- Ferrous Dosing Skid Replacement
- Logan Council Sewer Reticulation – FY24/25- SP02

New Zealand

- Korataha Terrace Pipe Renewal
- Watercare Asset Upgrades and Renewals
- Whenuapai Redhills NI Ph2St1 ROI
- Norman Road Flood Mitigation
- Omaha Drive and Boat Ramp Stormwater Upgrades
- Auckland Council Healthy Waters Line and Station Road Upgrades
- Auckland Transport Supplier Panel
- Watercare Asset Upgrade and Renewals Program – Borich Road Pipe Bridge
- Watercare Asset Upgrade and Renewals Program – Treeview Pipe Bridge
- Auckland Council Healthy Waters Barron Drive Flood Mitigation
- Auckland Council Healthy Waters – 6-72 Valentine Street Stormwater Network Upgrade
- Auckland Council Healthy Waters- Boundary Reserve Wastewater and Stormwater project



FY25 has been another incredible year for Abergeldie and FY26 promises to be even stronger, as we continue work together in The Abergeldie Way towards our goal to grow the Abergeldie family to sustainably turnover \$1.2B by 2030, delivering the complex infrastructure needed to build better communities.



ABERGELDIE
COMPLEX INFRASTRUCTURE

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