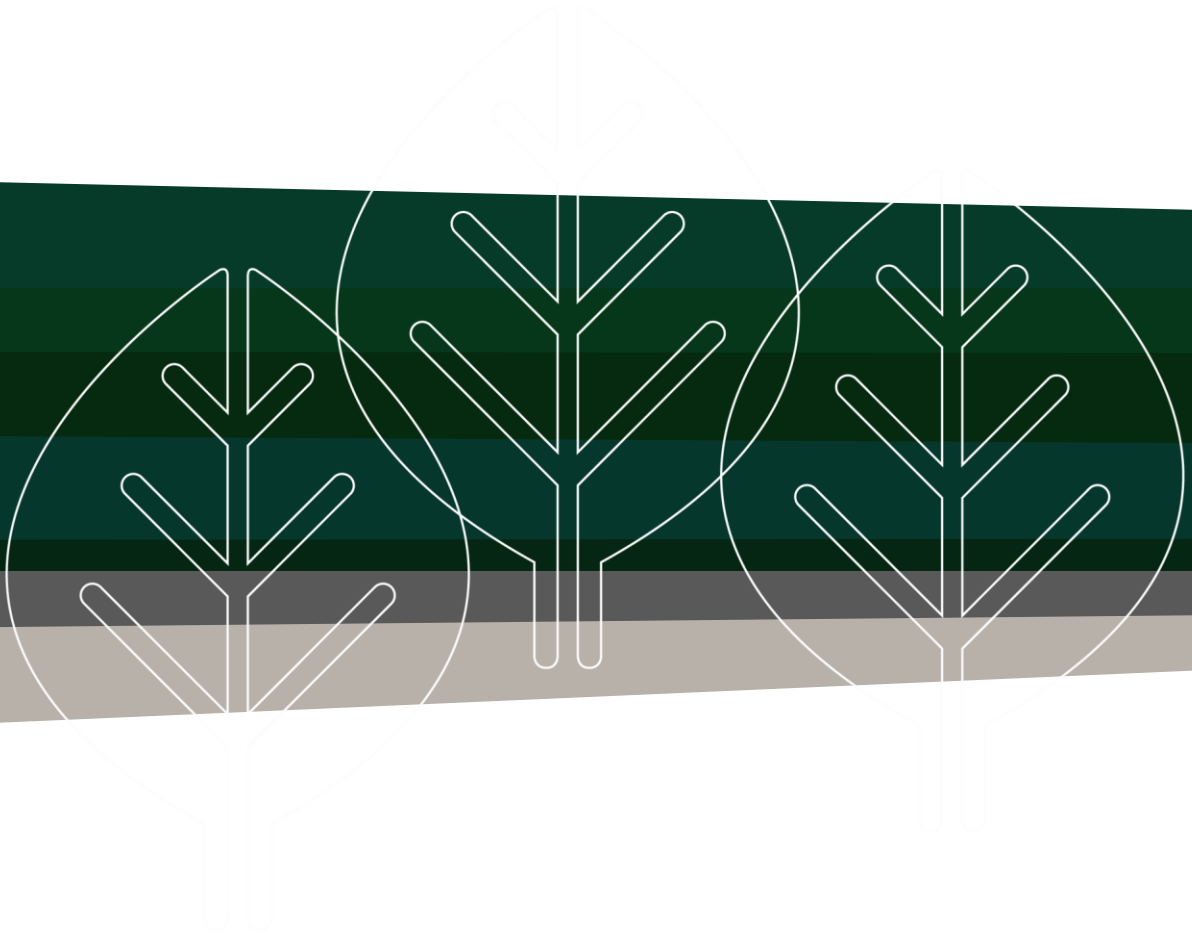


revegetating
rehabilitating
restoring



**Tranen Revegetation Systems
Company Profile
September 2015**

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1 INTRODUCTION

Tranen was originally established as an engineering consultancy company in 1992 and changed its core focus to revegetation in early 2002. Since then, Tranen has been involved in over 670 revegetation projects for 193 clients, mostly concentrated on the Swan Coastal Plain, but also in the southwest around Busselton. Clients include state government departments and utilities (Water Corporation, Western Power, Department of Planning and Infrastructure, Building Management and Works, Main Roads WA), most local councils and shires within 100 km of the Perth metro area, land developers, landscape architects, planners, environmental consultants, mining companies, construction contractors and private individuals.

Tranen provides a range of services that all relate to the specialised field of bushland and native vegetation management. Tranen conducts most activities in house, which provides a significant advantage when it comes to not only designing, but managing and implementing revegetation and rehabilitation projects from start to finish. This includes but is not limited to activities such as:

- Provenance seed collection, processing, storage and seed banking, pre-treatments, and general seed sales;
- Weed management plans and implementation;
- Revegetation management planning and design;
- Project implementation (surface preparation, direct seeding, seedling planting, maintenance, etc.); and
- Progress reporting and vegetation assessments.

For more information on specific capabilities please visit our website at www.tranen.com.au.

Tranen's Perth premises are at 1/110 Jersey Street, Jolimont WA 6014, phone 9284 1399, and our southwest premises are at 20 Possum Place, Vasse, WA 6280, phone 9754 2643.

2 TRANEN CAPABILITIES AND EXPERIENCE

Tranen operations are split into four departments: planning and design, seed, revegetation, and innovation. The following sections contain further specific information relating to these departments.

2.1 Planning and Design

Our planning and design capability includes (but is not limited to):

- revegetation / rehabilitation plans;
- revegetation project management;
- site surveys (flora, vegetation condition, seed productivity, weeds);
- site-specific weed management plans;
- monitoring and review of existing projects (for compliance or remedial action);
- seed collection programs and productivity assessments;
- materials and seedling sourcing; and
- training for volunteer and community groups.

We have internally developed a database system that allows us to track all aspects of our operations, and this is integrated into a geographical information system (GIS), which gives us even greater project management capabilities.

2.2 Seed Operations

At Tranen we are regarded as one of the leaders in provenance native seed recovery and management in the southwest. Our seed operations include:

- Seed production surveys;
- Provenance field collections;
- Seed extraction and processing (internal and external collections);
- Seed bank management and storage;
- Seed pre-treatments (including aerosol smoke treatments); and
- Commercial seed sales.

The collection, processing and storage / banking of native seed is a labour intensive process that requires highly effective management systems to remain economically viable. Tranen have invested in years of research and development to refine the process and provide effective systems to match the highest industry standards.

In a typical year we internally collect over 1,200 individual seed lots, with total processed quantities between 300 and 600 kg from over 200 species. Our primary focus is on the southwest vegetation communities which include coastal, wetland, woodland, and forest species.

All of our collection operations are conducted according to *RIAWA (Revegetation Industry Association of WA)* guidelines and in accordance with sustainable best management practices. All seed is separately batched in the field, and immediately labelled with hand written tags to ensure that appropriate collection information is correctly recorded. Once seed is received at Tranen's processing facility, each batch is given a unique batch number, computer labelled and entered into our custom

designed database which allows for instantaneous tracking of individual batches through the processing system.

Seed banking operates much the same as regular banking with deposits and withdrawals made on a batch by batch basis. Our database system tracks every change to the bank, and account balance statements can be generated instantly on demand. All seed is stored in our temperature and humidity controlled facility that maximises seed longevity. At present we manage 49 separate seed banks for 37 different clients making us one of the largest private seed bank managers in WA.

2.3 Revegetation

Tranen revegetation projects are designed around achieving high quality outcomes in all our revegetation operations. Each site is reviewed thoroughly to assess the constraints and opportunities present, and to accordingly develop an action plan that will provide the best possible outcome for that site. Our focus is on achieving the best possible result from the outset, so that future success is optimised and the need for ongoing maintenance is reduced.

The key factors that influence the outcome of all revegetation operations include:

- Weed management (timing, methodology);
- Site preparation (erosion prevention, cultivation, soil nutrition, fauna management, access control, and site protection, etc.);
- Revegetation methodology (direct seeding, seedling planting, transplanting);
- Monitoring (formal and informal); and
- Post-installation maintenance.

Since 2002 Tranen has planted over 3.8 million seedlings. Over the past four years Tranen has on average installed over 500,000 seedlings across 40 plus projects per season (typically June to September). This includes significant exposure to all typical environments encountered within the greater metro and southwest areas (i.e. coastal areas, wetland and river restoration, coastal plain woodlands, Perth hills, pine forest post-harvest rehabilitation, reclaimed farmland, etc.).

2.4 Innovation

Our recently formed Innovation department (previously under the planning and design banner) is tasked with expanding and improving on the Tranen knowledge base, in partnership with our clients and the greater revegetation industry. Tranen policy has always involved undertaking field scale trials of various revegetation techniques to improve outcomes and efficiencies, and this is now formalised with the creation of the new department.

Our research and innovation capabilities draw from the practical field experience and academic qualifications of our key staff who have a diverse range of backgrounds. Heading up the team is our managing director Peter Grose, who recently completed his PhD studies in restoration ecology with UWA. Roy Wittkuhn also has a PhD in this field.

The key activities the innovation department is tasked with include:

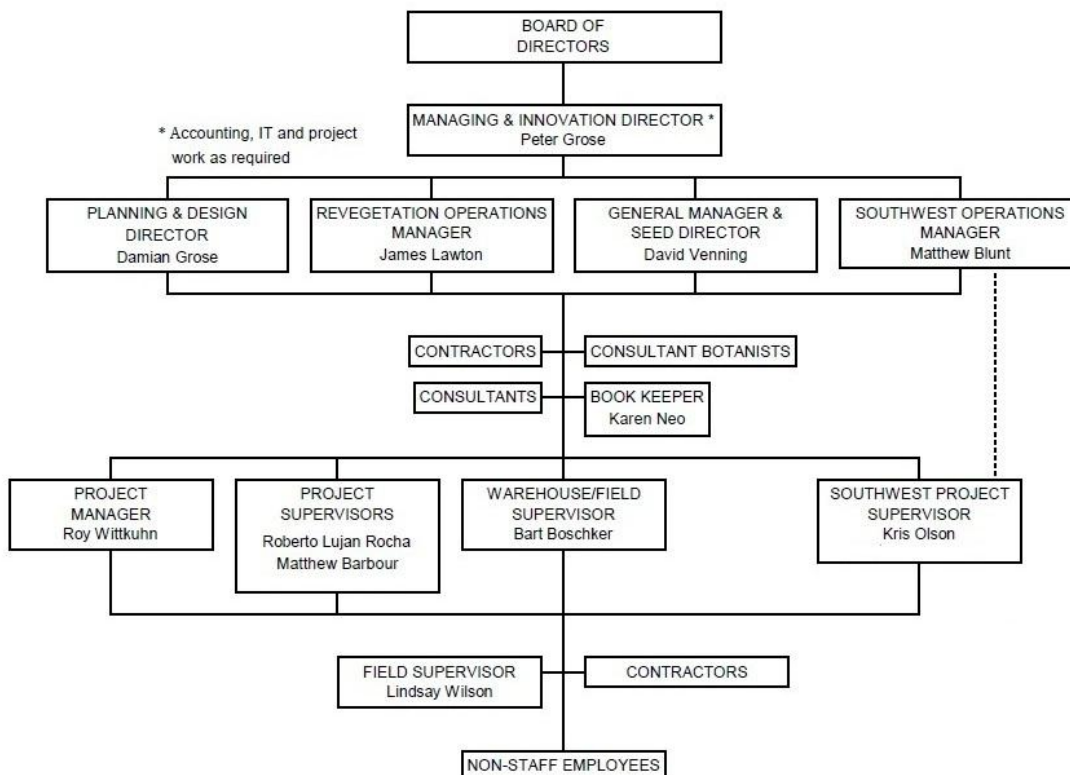
- Research into innovations in rehabilitation techniques, materials, equipment, and methodologies;
- Collection of monitoring data from Tranen projects for scientific analysis, reporting, and publication;
- Scientific literature reviews investigating specific information requests;
- Design and development of practical and scientific research trials;
- Field investigations into practical application of smaller scale laboratory trials; and
- Partnering with clients to help them achieve their internal sustainability and innovation goals.

3 TRANEN ORGANISATIONAL STRUCTURE

Tranen has an extensive network of management personnel, casual staff, suppliers, and sub-contractors that allow it to deliver projects on time and to the specifications required. Tranen has planted 2.5 million seedlings since 2006, and in just the past three years Tranen has implemented over 40 projects each season, planting a total of 1.4 million seedlings. As all of these works have been conducted within a three to four month period each year, these achievements would not be possible without a team of reliable staff and contractors, and a strong management team.

Tranen has four main departments (planning, revegetation, seeds, innovation) with each department headed up by the directors and senior managers who collectively oversee the quality control on all Tranen projects. At present we have one dedicated project manager but the department heads also take on the roles of project managers as required. Tranen also has two full time and two part time field supervisors, who assist the project managers in the implementation of their projects as required. A southwest branch of our operations with a full time manager has recently been established in Busselton to service our projects in the greater southwest region more effectively.

Tranen typically employs around 20 casual workers throughout the revegetation season, and several of these have worked for Tranen for multiple seasons, two having worked for Tranen since 2002. Tranen has strong recruiting avenues for quality workers and can accommodate as many workers as are required implement projects within the seasonal constraints provided.



Shows general responsibilities and reporting relationships only, not relative seniority.
Teams are formed as required for various projects. Directors and senior manager are "hands-on" and participate in supervision and implementation of projects as required.

3.1 Key Personnel

Damian Grose B E (Env)
Planning and Design Director

Damian is an environmental engineer specialising in design and management of larger scale environmental rehabilitation projects over the last 16 years. His experience is international including assignments in Indonesia and New Caledonia, where he has managed all stages of rehabilitation and revegetation projects from assessment through to implementation and reporting.

Damian is responsible for overseeing the planning and reporting aspects of all Tranen projects to ensure Tranen quality standards are maintained.

Peter Grose PhD (Restoration Ecology), B E (Mech), Grad Dip Mgmt, Grad Cert TQM
Managing and Innovation Director

For the first 35 years of his career, Peter worked on project management in mining and construction, in which activities had significant environmental components. In 1992 Peter founded Tranen, to provide project management consulting services, primarily overseas, from a Perth base. In 2002 Tranen moved into revegetation around Perth, and Peter's focus turned to rehabilitation management. In 2006 Peter ceased work overseas and commenced part-time PhD studies in restoration ecology, with his PhD awarded in 2014.

Peter is responsible for overseeing Tranen's general operations and quality management and safety systems. He is also responsible for ensuring Tranen stays up to date with the latest research with respect to rehabilitation and revegetation practices. Peter also project manages select more complex projects where his engineering, construction, and research experience can be applied to best effect.

David Venning Ass Dip Bus (Acc)
General Manager and Seed Director

David is a qualified business systems specialist and human resource manager with over thirty years of experience throughout the world. David is a specialist on Australian native seeds and is well regarded in the local native seed industry. David is also the current chairman of the Revegetation Industry Association of Western Australia.

David is responsible for overseeing all Tranen seed operations, including provenance seed recovery, licensing and regulatory approvals, and general seed sales.

James Lawton Dip Conservation and Land Management
Revegetation Operations Manager

James has been involved in the bushland management industry for the past nine years, and has been a project manager with Tranen for eight of those years. In 2012 he became the revegetation operations manager and is now responsible for overseeing all Tranen revegetation projects. He has a strong practical background in the implementation of field works, but also has significant experience in project

assessment, administration, and management. James is also responsible for the management of Tranen's geographical information systems (GIS).

James is now responsible for overseeing the implementation of all Tranen revegetation projects to ensure the highest quality outcomes and consistency across all projects. He is also responsible for resourcing and co-ordination of all revegetation activities.

Matthew Blunt B Sc Environmental Restoration, Dip Env Man
Southwest Operations Manager

Matthew has been at Tranen for the past eight years. Following a three year period as a team leader, Matt became a full-time project manager upon completion of his university studies in 2008. In 2011 Matt was appointed acting Revegetation Director, making him responsible for overseeing the implementation of all of Tranen's revegetation projects. Having grown up in the Bunbury region Matt, was the logical choice to manage our new regional branch Tranen Revegetation Southwest, which was established in 2011.

Matt is responsible for overseeing all Tranen projects in the southwest of WA. This includes all planning, revegetation, and seed collection activities. Having spent most of his life living in the southwest Matt is familiar with the conditions and constraints of operating in the region, and can therefore provide a higher level of service.

Roy Wittkuhn PhD, BSc (Natural Resource Management)
Project Manager

Roy is an experienced ecologist specialising in disturbance ecology of southwest ecosystems, including community response and recovery from land degradation and fire. Over the last 15 years, Roy has led and contributed to research and implementation of land management practices including rehabilitation and revegetation in natural areas through his PhD research, as well as positions with environmental consultants and state government departments (Botanic Gardens and Parks Authority, and the Department of Environment and Conservation).

Roy is responsible for the planning, implementation, reporting, and general management of multiple Tranen projects to ensure Tranen quality standards are maintained, and that all works are undertaken to best practice standards.

4 GENERAL

4.1 Quality Assurance

As a small company, while we have not felt the need to obtain formal certification in Total Quality Management, but TQM is an integral part of our business, and our Managing Director has a formal qualification in TQM (see Figure 1).

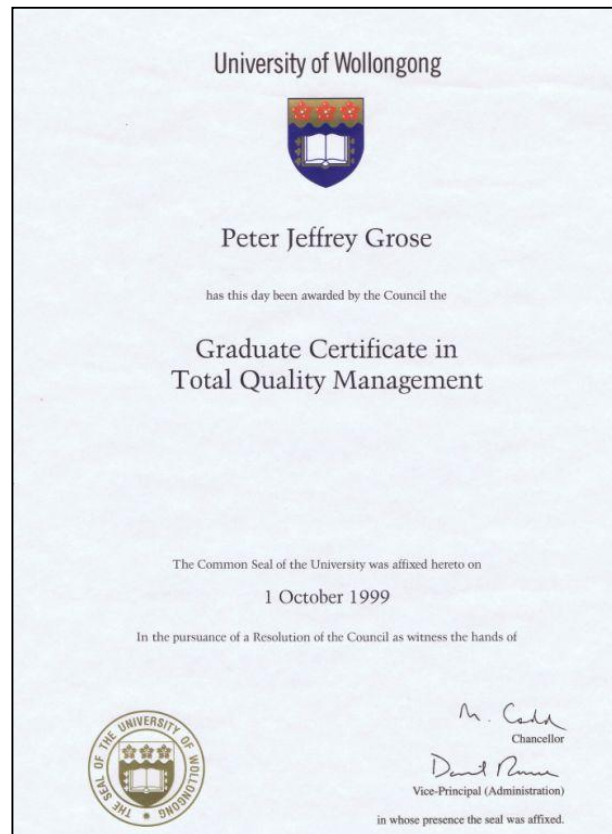


Figure 1 Peter Grose TQM Qualification

Tranen has also created and utilises a procedures manual for all activities to ensure high quality standards are achieved for every project. The objectives of the Procedure Manual are to:

- Compile all Tranen administrative, accounting, safety and technical processes in one document, to be continuously updated. Writing/updating procedures helps in understanding tasks and activities, reviewing them, and making continuous improvements based on experience;
- Induct and train new staff and ensure personnel maintain a consistent Tranen work “culture” and consistent level of quality control; and
- Formulate safety procedures based on step-by-step descriptions of tasks detailed in the procedures.

4.2 Insurances

Table 2 below details all of the insurance policies currently maintained by Tranen, copies of which can be provided upon award of the contract.

Table 1 Insurance Details

Type	Insurer	Policy No.	Sum Insured	Expiry
Workers Compensation	Allianz Insurance	WWH0042934	\$50M per event	31/12/15
Public / Product Liability	QBE Insurance	171A498381BPK	\$20M general, \$20M products	31/12/15
Professional Indemnity	CGU Insurance	06MIS1151481	\$5M per claim, \$10M aggregate	31/12/15
Comprehensive Motor Vehicle	Allianz Insurance	161A008331VFT	Vehicles plus \$30M indemnity	31/12/15

4.3 Professional Associations

Tranen is proud to be a member of the following professional and corporate associations:

1. The Revegetation Industry Association of Western Australia (RIAWA).
2. Environmental Consultants Association (ECA).
3. Urban Development Industry Association of WA (UDIA).
4. Wildflower Society of Western Australia.

RIAWA is the association of most relevance to the proposed works. Tranen's professional standing within this association is highly regarded due to our long-term involvement in its operations. Tranen director David Venning has been on the management committee of RIAWA since inception, and is currently its Chair.

4.4 Safety System

Tranen has developed a comprehensive safety management system. Under this system, Tranen's safety record has been near-perfect, with only lost time injury recorded, a minor one of one day duration, since the company was founded in 1992. One major client, who subjects its contractors' safety system to third-party audit every two years, has accredited Tranen's safety system for the fourth time, and another re-accredited Tranen in 2014. Tranen has also been re-accredited under the Cm3 third-party safety management system to 5 Mar 16, and has recently been accredited by the BROWZ third-party safety management system.

The key components of Tranen's safety management for employees are:

- OHS & E system procedures;
- OHS & E general guidelines;
- Task specific JSA's;
- Internal training in all working procedures and emergency response;
- External training for supervisory personnel;
- Provision of Personal Protective Equipment, training, and enforcement of use;
- Suit tasks to employee capability (employees must inform management of any medical conditions that may affect their work); and
- Early hazard identification, assessment, and risk reduction.

Tranen is committed to ensuring that all its environmental work is properly supervised and monitored to ensure the highest possible standards of safety and quality in its operations. Every month a safety audit of a worksite is carried out on an unannounced random basis, with the results and any follow-up action taken reported at the next monthly meeting of senior management.

4.5 TRAC Registration

Tranen is registered under the TRAC system, a global standard for baseline due diligence and prevention of bribery. Please email us if you would like to be granted access to our on-line TRAC profile.

