



UCS GROUP

CREATING SUSTAINABLE
CONNECTED COMMUNITIES



CAPABILITY STATEMENT
UCS GROUP



ABOUT UCS

Founded in 1995, UCS Group is a specialist company, providing full end to end services in project management, design, construction and commissioning of electrical cabling, NBN infrastructure and solar solutions.

With one of Australia's largest design and construction teams, we work efficiently to create new infrastructure and enhance existing infrastructure.

Having over 20 years of experience dealing with asset owners, developers, civil contractors, utilities and regulators means we bring industry leading expertise and efficiency to every job.

UCS proudly calls Bendigo home, whilst also servicing our customers through offices across Victoria and NSW, and expanding into QLD later in 2020. We offer end to end solutions and expertise, such as full service NBN infrastructure.

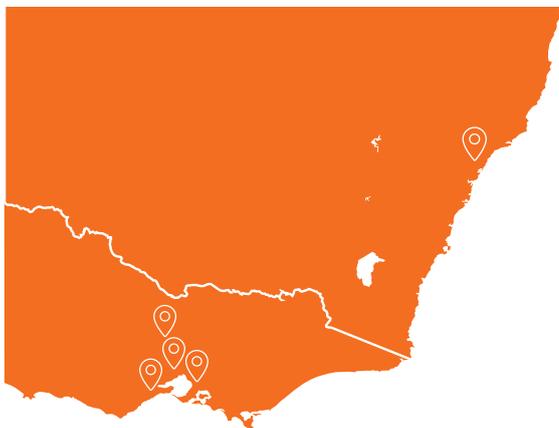
We can partner with your existing suppliers or take responsibility for the whole process – from planning and design through construction to commissioning and handover. Either way, UCS provides smooth delivery of your project, a simpler approach with less risk and no hassles.

OUR COVERAGE

UCS employs over 160 people throughout Australia, with Victorian depots in Hallam, Bendigo, Grovedale and Truganina, and a NSW depot in Campbelltown.

Our depot locations give our teams easy access to customer projects across the eastern states. Our skilled resources include:

- Project managers
- Designers
- Engineers
- CAD operators
- Cable jointers
- HS&E managers and advisors
- Electricians and electrical fitters
- Logistic officers



OUR PURPOSE

Creating sustainable, connected communities

OUR VALUES



We Care

Safety is critically important to us

We are passionate about our industry and people

We respect others

We are proud of our reputation for quality



Keep it Simple

Nothing less than outstanding customer service

We are competitive and produce exceptional results

Everyone is empowered to solve problems

Continuous improvement and innovation focus



Can Do

A strong work ethic

Flexible and adaptive to the needs of our customers

Do it right, the first time

Authentic and genuine "just get on with it" attitude



Trusted

We are customer focused

We keep our promises

Our communications are open and honest

We are willing to have difficult conversations

We act with integrity, honesty, and no BS



'Cob' Culture

UCS has a rich and proud history

The loyalty of our people and customers matters to us

We act as one team aligned to our purpose

We're connected to our communities

We look after our people like family

Our people respect and appreciate UCS

KEY ATTRIBUTES

- Strong safety record
- Innovative and collaborative work practices
- Experienced senior management team
- Broad experience in:
 - Solar solutions and emerging technologies
 - Design, supply and deployment of underground cable networks
 - Cable hauling/jointing
 - Civil works
 - Brownfields work
 - Design
- Depot locations across Victoria and NSW, with QLD following in 2020
- Owning our plant and vehicles
- Direct workforce including our own apprentices

ACCREDITATION & HSEQ SYSTEMS



Safety is critically important to UCS. We are passionate about our industry and people, and are proud of our reputation for quality. Our world class IMS (Integrated Management System) is certified to meet Australian and international standards for safety (AS /NZS 4801), environment (ISO 14001) and quality (ISO 9001). All our projects comply with the relevant standards set by government and electricity industry regulators including ESV, VESI, EPA and WorkSafe, and we are accredited by major utilities to perform work on their networks.

UTILITY ACCREDITATION



CORE TECHNICAL CAPABILITIES

Our core technical capabilities span all stages of the asset lifecycle:

- Feasibility and engineering studies
- Design and drafting
- Construction and auditing
- Project management
- Warehousing, procurement and logistics
- Maintenance and support

These capabilities apply to all assets including:

- 66kV, 33kV, 22kV, 11kV capabilities
- Overhead
- Underground
- Substations and switchgear
- HV and LV network builds
- Service connections
- Cable jointing and hauling
- Street light upgrades and maintenance
- NBN and telco infrastructure
- Civil works
- Workforce management and dispatch
- 15kW to 10MW rooftop solar solutions, ground mount and battery systems

SAFETY

UCS is fully committed to providing a safe and healthy work environment for employees, contractors, customers and visitors. UCS has a very high quality compliance rating in all utilities and when coupled with our strong safety performance, makes UCS the ideal project partner. Our culture of safety is supported through:

- Consultation and communication, along with policies and procedures
- Licensing of employees and contractors
- Competency assessments and training
- Plant and equipment operational competency
- Risk management programs
- Traffic management
- Manual handling
- Hazard identification and risk control
- Calibration and safety testing of equipment
- Vehicle safety check, JSEA and SWMS
- Random drug and alcohol testing



SERVICES

UCS specialises in deploying underground cabling solutions, industrial and commercial solar solutions, supplying sustainable products for communities, design, project management and Australia-wide logistics. We pride ourselves on leading the industry in best practice and providing complete, specialist services in accordance with our brand promise to deliver every project: "Safe. On time. First time."

Whilst we can provide a complete, project management service, we can also team up to offer particular specialty services seamlessly working alongside your suppliers. As a CEC accredited, NBN accredited, licensed electrical contractor, we can provide you with a complete range of services, including:

- Design and drafting
- Civil works
- Electric cabling, construction and jointing
- Backfill in preparation for final levels
- Telco NBN pit and pipe installation
- Installation of marker tape
- Roof top and ground mounted solar solutions
- Assembly and installation of industrial solar generation systems
- Wind energy, renewable power and batteries
- Stakeholder and community engagement
- Risk management
- Warehousing, procurement and logistics
- Workforce management and dispatch
- Planning and scheduling
- Maintenance and emergency callouts
- Full audit compliance management



OUR MANAGEMENT TEAM

STEPHEN ELLICH

CEO & Managing Director

Stephen has a wealth of experience gained from more than 25 years of governing and leading large, complex, national organisations through establishment, development and transformational change; helping to deliver sustainable growth, customer engagement and solid business fundamentals. Stephen holds a Master of Business Administration, a Bachelor of Engineering (Electrical) Honours degree and is a Fellow of the Australian Institute of Company Directors (AICD).

STEPHEN MITTELL

Chief Financial Officer

Stephen is a Chartered Accountant with over 25 years of experience in public accounting and commercial roles across a variety of industries including manufacturing, agriculture, education, health, construction and engineering. Stephen is responsible for all of UCS's financial operations in conjunction with the broader management team.

FERN RYAN

Senior HR/IR Advisor

Fern specialises in people and organisational development and industrial relations. She holds a Bachelor of Arts majoring in sociology and political science, is a certified DISC Advanced consultant and a professional member of the Australian Human Resource Institute (AHRI).

BRIGITTE BOSHOFF

People & Culture Manager

Brigitte joined UCS in 2016 as a Payroll/HR Administrator. In 2018, Brigitte became the People and Culture Manager and manages all HR and Payroll related matters across the UCS Group. Brigitte brings along with her 25 years of experience in HR, payroll and finance.

GRANT WHYTE

General Manager People, Culture & Safety

Grant is a highly experienced, commercially focused manager with demonstrated experience across multiple service based industries. His core skills are in strategy development, industrial relations, executive and team mentoring, safety and staff development. Grant holds an MBA and Bachelor of Commerce (HR & Commercial Law), and is a Certified Member of the Australian Human Resources Institute (AHRI). Grant's role is to oversee and guide the people and safety team within UCS, to ensure our team delivers a safe, high quality outcome for our customers.

CRAIG WILSON

National Manager – Solar

Craig joined UCS in 2018 and provides design and project management services for commercial customers within the solar and sustainability market. He has over 25 years of operations management and project management experience, at national and state levels, in electrical, telecommunications, gas and water networks, as well as industrial services and HVAC.

ABHIKESH DATT

Operations Manager (Victoria)

Abhikesh joined UCS in 2016 and manages our field operations, design and project management services. With more than 10 years of experience in the power industry, Abhikesh is well placed to manage our infrastructure projects. Abhikesh has an Electrical Engineering degree with honours and has delivered a diverse range of projects from Low Voltage up to 220kV Transmission Levels.

SAM TOWAN

General Manager Operations

Sam began his career at UCS and has over 13 years of experience in the greenfield development industry. Sam possesses a solid understanding of the land developer's business, as well as the electrical network construction industry. Sam understands that delivering a quality, on time service as well as a professional, honest relationship is vital for the success of a project.

LUCY CONOLLY

Financial Controller

Lucy joined UCS in June 2018 and provides support to the Chief Financial Officer for UCS's finance and accounting functions. She is a Chartered Accountant with experience in financial accounting and business partnering roles across a variety of industries.

CAMERON WATTS

General Manager Customer Experience

Cameron has an extensive sales and marketing background from various industries both in domestic and international markets, as well as strong operational management experience. He understands the importance of honest and professional relationships and ensuring our customers enjoy the experience when engaging UCS. Cameron holds a Grad Cert in Management and has undertaken a Master of Business Administration. Cameron is responsible for the design, estimating, and customer support activities to our customers and brings a hands-on management approach.



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