

MAWSON CODE

JULY 2015



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F 2015 Results

The 2014-2015 financial year has been successful for Mawsons. While we have had two more Lost Time Injuries than last year the number of lost days has fallen by 86%. This shows that the severity of injuries is much less than last year and that we have been able to return people to work more quickly. Our objective is zero LTI's and the pursuit of this target remains the primary focus across Mawsons.

Group sales volumes are within a couple of percent of budget which is an excellent outcome given the intense competition in our markets and the cut-backs in spending on infrastructure at all levels of Government. Thanks to our customers who continue to give us work and well done to our staff who continue to efficiently meet customer requirements.

F 2016 Budget

Our budget for the 2015 – 2016 financial year has been finalized and adopted by the Board. Again we have used a "Bottom Up" approach to determining our volume and financial targets for the year ahead. Thanks to all the staff who contributed to the budget process; your input helps develop a set of figures which provide a critical management tool right across our business. The budget also indicates what capital expenditure we can afford. I am very pleased to advise that we will be continuing to invest in the development of our people, through training, and plants, through the purchase and upgrade of new and improved equipment.

Updated Corporate Strategy

It has been eight years since our Corporate Strategy, Mission and Vision Statements were last updated. The General Management Team recently reviewed the earlier Strategy Document and,

recognising the on-going relevance of Mawsons' core family values and principles of safety, teamwork, trust, integrity and empowerment, updated this important document which provides guidance in all that we do.

The updated Strategy Document includes a familiar "Company Background" section and a slightly re-jigged "Vision Statement". Previously we had a "Mission Statement". In line with modern practice the "Mission" has been split in two. We now set out "Our Strategic Goal" which aims "To secure and grow wealth for all our Stakeholders" and detail "Our Values" as they relate to safety, people, innovation, partnering and delivery. A copy of the updated Strategy package is reproduced later in this edition.

Concrete EBA voted for acceptance

While Mawsons' Quarry Employees have been working under a series of successful EBA's for many years it was not until relatively recently that Concrete Employees at Fosterville opted for this structure. Now Concrete Employees from throughout the Group have voted to accept a new 3 year EBA which generally reflects the Quarry Agreement and includes role classifications. This means that Concrete Employees will have access to a more generous pay scale (than previously) which offers incentives and reward for qualifications and experience. The new EBA is yet to be ratified by Fair Work Australia but this is expected in the not-to-distant future. In the meantime Mawsons will be paying the new EBA rates from the first pay run of the new financial year. The positive contribution of Union representatives from the AWU and TWU in formulating and delivering the new EBA is gratefully acknowledged.

John Mawson, Managing Director

FAMILY DAY 2015

Family Day is planned for Saturday 10th October 2015 at Mildura. The venue will be the Inland Botanic Gardens and this year we are planning a Twilight gathering on Saturday evening. More details will be circulated as they are confirmed however accommodation will be offered to staff at one of the Caravan Parks in or around Mildura.



FAREWELL TO ROS



Ros Dwyer has retired from the Cohuna office after a period of almost 30 years. Ros had an official farewell at "Factory and Field" at Cohuna on Thursday 26th March. Following is a copy of Geoff Hall's presentation made at that time.

"Ladies and Gentlemen, Welcome to "Factory and Field" for Ros's official farewell as she retires from work at Mawsons after nearly 30 years. Dot tells me that Ros commenced in a part time capacity on 26th May 1986 moving to full time on 29th February 1988. Ros has been the face and voice of Mawsons during this time, greeting and setting the scene for customers and visitors alike. You will appreciate too from this that Ros is a member of Mawsons' 25 Year Club.

We all understand that throughout those 30 years Ros has had a most important role. When people present themselves at the front counter or make contact by phone it is Ros's job to help them move into Mawsons' organization to satisfy their requirements. Our organisation is like a long skipping rope with a person turning the rope at each end. When you are skipping, if you miss your timing at the start you are left in a big tangle! Ros's job is to direct the outsider to someone inside Mawsons who can help them and avoid getting tangled. I use the skipping rope as an analogy in this case because Ros is light on her feet and quick to respond when a visitor comes through the door. It is a very public role and any mistakes made there are visible for all to see; there is no opportunity to hide behind a closed door. (Sandra will no doubt share this experience.)

In her role as Receptionist Ros has had to deal with all types of people:

Dairy farmers fresh from the cow yard, in the middle of winter, wearing muddy cow yard boots. Worse, pig farmers in the same situation.

Customers wanting to order concrete for their new garden shed floor on Christmas Eve.

A prospective employee nervously waiting for a job interview.

A particular customer, steaming from his ears with anger after he had driven from the north east to complain that we had put him in the hands of our debt collector. Customers with special requests and account enquiries. Carriers requesting an advance on their cartage payments.

Ron Haig coming in with his latest plan to save Cohuna.

Ros has had to deal with them all! She has had the happy knack of calming them down and then helping them into the skipping rope that is Mawsons. Ros's knowledge of the local community has been invaluable in this step.

Ros has adopted many jobs "on the side" in the office.

She has led the Cohuna Admin OH&S program for a number of years. Ros has always added a bit of get up and go to an otherwise dreary fire drill. We had experienced a bomb scare and bodies in various states of disrepair to deal with during these events.

Ros has a keen eye for safety, security and cleanliness, qualities which have enabled her to successfully complete the role of Office Housekeeper for an ever expanding space. I think we should really have a tea towel named after you to live in the kitchen.

Linked to this role has been Office Events Management, providing a positive experience for our guests, many of whom are with us long enough to enjoy country hospitality – fresh food and a cup of tea in comfortable surroundings.

Ros has been the ringleader for significant birthdays, always a theme, always a bit of fun. Your sailing theme may have been the last Barb.

Ros has been a strong team player sharing events like family day and "Pink Ribbon" day with fellow employees.

Ros's advocacy for clearer communication across the organization is almost as strong as her passion in supporting the North Melbourne Football Club.

Of course Ros's impact has extended to the community.

Ros has played a very active role as Secretary of the Cohuna and District Progress Association.

Coach of the Cohuna Kangas Netball under 13 team of which my daughter Emma and Casey were members. Perhaps this was the greatest challenge of all Ros?

Looking forward to retirement you will have more time for family, caring for your Mum and Dad, a spot of babysitting and hopefully a slice of time for yourself to get involved in those painting classes and even help Cliff feed the pigeons.

We wish you all the best in your retirement Ros."

MAWSONS STRATEGIC PLAN – MARCH 2015

Company Background:

Mawsons is a vertically integrated construction materials supply business. Mawsons provide concrete, quarry products and sand throughout Regional Victoria and Southern New South Wales. Operating across 40 sites revenue is split almost equally between the company's Concrete and Quarrying divisions. The Mawson brand is promoted as "Premium Value" offering quality products, service and support to our customer base which includes State and Local Government Authorities, civil construction firms of all sizes and a range of commercial and residential builders. Mawsons hold a significant market share in many of the areas we service.

Mawsons Vision Statement:

Mawsons supply quality construction materials. We strive to work safely and to provide our products and services in a sustainable manner.

Mawsons is a company with traditional family values serving the communities of Regional Victoria and Southern New South Wales. Established in 1912 Mawsons is now operated as a joint venture between Adelaide Brighton Limited and Mawson family interests. People are the heart of our business. The development, empowerment and integrity of our people underpins our success.

At Mawsons we aim to steadily grow our business; excelling in customer service and innovation while building strong partnerships with our valued customers, staff, suppliers and shareholders. We aim to be the best organisation to work for and deal with.

Our Strategic Goal:

To secure and grow wealth for all our Stakeholders.

Mawsons' Stakeholders are:

- Our People and Families
- Our Customers and Suppliers
- Our Shareholders
- Our Communities

Our Environment

For Mawsons "Wealth" means:

- Wellbeing and fulfilment
- Financial strength
- Involvement and engagement
- Resource rich
- Safe Workplaces

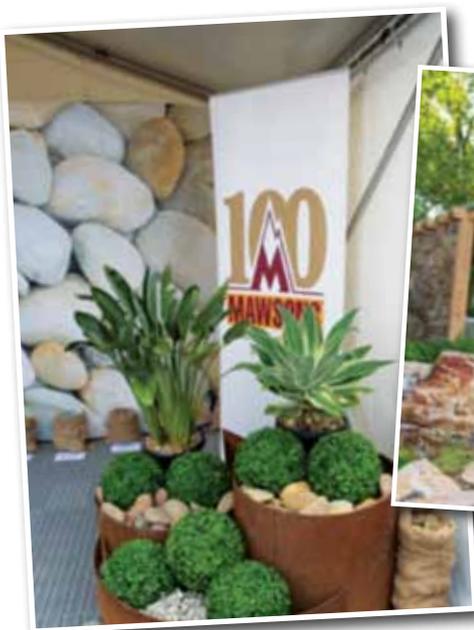
Our Values:

Safety	Vigourously affect a strong health and safety culture across all our workplaces.
People	Promote and exemplify "Mawsons" culture of trust, integrity, empathy, empowerment and teamwork.
Innovation	Be responsive to changing internal and external circumstances and have the courage to suggest a different "way".
Partnering	Continue to collaborate; building partnerships with our communities, customers, suppliers and fellow employees.
Delivery	Do what we say we will do. Be accountable. Rigorously manage risks.

MELBOURNE INTERNATIONAL FLOWER AND GARDEN SHOW

This annual event held in the Exhibition Gardens in Melbourne was again a very busy time for Mawsons. We had a constant stream of interested visitors all keen to hear about our pebbles and rocks and their availability and applications.

Many of the gardens displayed at the exhibition featured pebbles from Mawsons. Our stand was manned by Kesanya, Jim, Shirley, Geoff, Phil and Scott over the time of the Show.



PASSING OF JOHN "FLAGON" MCCORMACK.



We wish to acknowledge the untimely passing of our long-serving colleague and friend, Flagon. It was a fitting tribute to John that so many people paid their respects at a Graveside service in Kyabram on Friday 10th April 2015. The crowd included numerous Mawsons employees who had worked alongside John up to 1995 at Mawson Constructions and later at Yabba Quarry and Shepparton Concrete. John's son Scott bravely read a thoughtful Eulogy describing a loving family man who was very proud of his children and grandchildren and who really enjoyed his work.

John joined Mawsons as a float driver in Shepparton in 1985. He soon established a reputation for being a very reliable and careful operator, fastidious in the way he

looked after his truck which was regularly polished and parked in front of the family home on the Echuca Road at Undera. John was not always the most patient person but he was fair and everyone knew where they stood with him as he was very frank and honest. He was popular amongst workmates and customers alike because of his reliability, strong work ethic and passion for doing things correctly. Ill health forced John's early retirement about two years ago but more recently he felt that he was winning the battle against leukaemia and had spoken about coming back to drive a concrete truck part time.

Our sincere sympathy is with the McCormack family during this time of loss.

LOSS OF IAN COLIN CUST

Ian Cust passed away on April 2nd 2015 aged 51. Ian was the son of the late Betty and Bill Cust and a brother to Wendy (Grogan) and Peter (Perc). Ian was part of the Cust Transports team who, along with Bill and (Shags), Peter Bloomfield, were core subbies at Lake Cooper Quarries for many years before Perc swapped from grain to rock. Ian was a true Truckie who worked hard and loved the driving life. He had a good sense of humour and was always on for a joke.

Our sympathies to Ian's family and friends.

VALE GREG PEACE

It is with great sadness that we write of the untimely passing of Greg. After a short battle with brain cancer Greg slipped away in the Cohuna Hospital on 31st May 2015. He was 69 years old.

Raised on a local dairy farm Greg was an exceptional cricketer and footballer who started his working life at Mawsons in January 1963. Initially Greg tried his hand at plant operation but, as Greg would often tell new employees, it soon became apparent that his talents lay more in the areas of finance and administration. So it was that Greg joined the small office team and under the watchful eye of Lloyd and Ken Mawson learnt about contracting and accounting. Greg studied accounting by correspondence and qualified as a Certified Practising Accountant.

For 50 years Greg was the "Go To" person for everything from tax to training, customer complaints to bad debts, registrations to royalties, computers to credit cards; his knowledge was very extensive and his advice always valuable. He thoroughly understood the work of sub-contractors, operators and managers and was able to assist people throughout the business as it grew and diversified. When something "different" popped up the standard response was "I'll ask Greg" and while Greg's answer may not always have been polite by today's standards, it was provided with good humour and the best of intentions of getting the required tasks completed correctly.

Greg was a thoughtful man with a considered opinion on most things. He read widely and would often quote interesting facts from the latest National Geographic or economic report. With his first wife, Elizabeth, Greg raised children Richard and Wendy in a home built 200 metres from the office. Greg was very proud of Wendy's

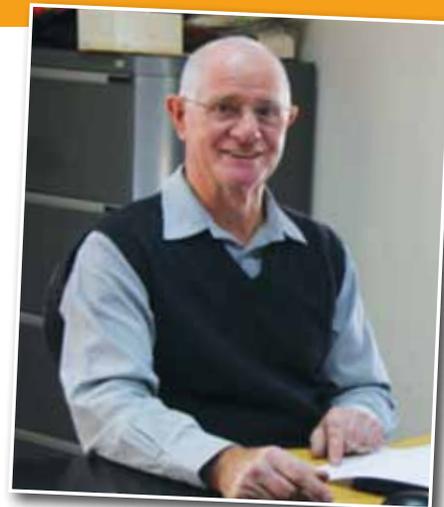
doctoral qualifications as a geologist and Richard, a civil engineer, holds the rank of Lieutenant Colonel in The Australian Army with two tours of duty in Afghanistan. Greg was also very proud of his two grandchildren, Georgia and Shelby.

Greg's contribution to the broader community was significant. He was a Life Member of the Cohuna Golf Club and Northern District Cricket Association, a Board Member of The Cohuna Retirement Village, Past Secretary and Treasurer of The Cohuna & District Progress Association, Committeeman of Cohuna Football Club, a member of the local School Council, past secretary of the Scouts Committee and Honorary Auditor of numerous local clubs and organisations.

Beneath a sometimes gruff exterior Greg was a very fair and compassionate man of exceptional integrity. Mawsons and the broader Cohuna Community have been extraordinarily fortunate to have the benefit of his dedication and commitment to the greater good. He will be greatly missed by all who knew him.

Our sincere sympathy to the Peace Family.

Pictured above is Greg on his last day at the Cohuna office, December 2013.



NEW AMENITIES, LABORATORY AND OFFICE BUILDING AT YABBA

After many years working out of aged donga's we have finally commenced a major upgrade of facilities at Yabba. The team at Yabba have never complained but there comes a time when we need to build for the future so the Mawsons board have kindly supported our plan. Demolition work commenced in May and a temporary weighbridge office has been set up for Kelly and Charlie to work from and the laboratory has been repositioned whilst the new facilities are built. This is expected to take 3 – 4 months.

Once completed we will have a brand new building which will have everything we need under one roof. This includes a larger laboratory, toilets/showers, offices and meeting room. Many of you will have seen some of Kelly's snapshots so we are all very excited about the project. During the same period we are upgrading and relocating our front entrance to make it safer and sealing a section of roadway so Yabba is having a real facelift! More photos in the next edition.

The "Mobile" Laboratory at Yabba, pictured at the top and below the old Yabba office with roof removed.

Ian (Charlie) Walsh



CHARLIE'S GOLFING EXPLOITS!

In addition to being a long serving Mawson' employee and current Quarry Manager at Yabba, Charlie Walsh is also known as a keen golfer and represents Numurkah in the local pennant competition. Excerpts from the local paper earlier this year summarise a couple of classic moments during the pennant season. "Numurkah's golf pennant side suffered its first defeat of the season on Sunday. Unfortunately this was the one that counted, the grand final". It goes onto mention Charlie...."Pennant captain Bob l'Anson and Ian Walsh got their match off to a

bad start when Ian had a windy on the first tee.....". Then later in the article, "The Mickey Mouse ears went to three people, the group of Charlie Walsh....., for being four holes behind the four-player group in front of them." Now Charlie has never been known for being early but four holes behind is a long way. And anyone can have a windy woof.....

Sorry Charlie.

Peter Richardson (with Charlie's permission, sort of)

SLTEC FLUID FERTILISERS AT TONGALA

Major upgrades have been carried out at Tongala's SLTEC Fertilisers plant. Mawsons are delighted to be involved in the project supplying the quarry products and concrete for these works. The capacity of the Tongala site will be increased fivefold. This includes the installation of approximately 1.3 million litres of additional storage made up of 200,000 and 80,000 litre stainless steel tanks. This is a direct result of the increased use of SLTEC fluid fertilisers in the Australian market and the need to be able to produce and deliver products quickly and efficiently. The investment in the Tongala plant includes the recent purchase of two neighbouring properties to allow for even further expansion in the future. Construction is expected to be completed before the next summer crop season.



NEW CONCRETE TRUCK



The latest agitator into the concrete fleet being handed over by Graham Thompson sales manager Gary Nickson to Bendigo driver Greg Guy.

IQA STUDENT PRESENTATIONS 2015

"The Boulevard" in Melbourne was the venue for the latest Institute of Quarries Student Presentation Night held on Thursday 21st May 2015. Guest speaker for the event was Nick Maxwell (ex Collingwood Captain and Premiership Player) who gave an insight into the AFL world of football and life after football.

Presentations of certificates were made to students who had completed their courses at the Box Hill Institute of Technology.

Recipients from Mawsons to receive Certificate 1V – Surface Extraction Operations were Rick Lynas (Lake Boga Quarry), Ben Newth and Warwick Smyth (Lake Cooper Quarry) and Dean Toma from Pyramid Hill Quarry. Congratulations to all recipients.



Pictured above at the presentation are Craig James, Darren Colville, Rick Lynas, Ben Newth, Warwick Smyth, Dean Toma, Wayne Douglas and Peter Richardson.



This beautiful Perch (Yellowbelly to us Southerners) was caught on a Mawsons Lure by Robbie (Bob) McConnell up at Menindee near Broken Hill. Maybe it was the Mawsons hat that brought Robbie the luck ?

Robbie works on the mine shift for Mawsons Broken Hill delivering Shotcrete.

RETIREMENT OF ERIC LAMBERT (TUG)

Eric Lambert began his career with Mawsons on 27th October 1997 as a Tertiary Plant Operator at Yabba Quarry. Eric was a great worker who kept his plant clean and tidy. He has a very trained ear for the crushing plant and would on many occasions know something was wrong with the plant before anyone had a chance to see it.

When the plant became computerised about 5 years ago, Eric became the "Go to" man for Yabba. He could be found operating a dump truck, water cart, excavator, loader or tinkering with motors or tools when a "break down" occurred.

Eric is looking forward to going fishing and camping in his retirement and has some new equipment "ready to go". He is also looking forward to spending time with his daughter and helping with the building of her new home.

Eric was presented with a new Webber and accessories at a Bar-Be-Que lunch held at the quarry on his last day Friday 10th.

We all wish you well in your retirement Eric and thank you for your loyalty and dedicated hard work at the quarry.

Pictured right is Eric with his new "Webber".



AUSTRALIAN BOTANIC GARDENS SHEPPARTON

The Friends of the Australian Botanic Gardens Shepparton were delighted and most thankful to Country Concrete Shepparton for arranging and supplying concrete to the Gardens free of charge. The concrete was used in crazy paving for a "Turtle" shell design area. The photo below shows car tyres representing the neck of the turtle.



400 GAMES



What do Dustin Fletcher and Phil Neal have in common? They both played their 400th game of football on 30th May 2015.

Born in June 1976 Phil debuted in the A's of the South Broken Hill Football Club in 1993 as a 16 year old. Phil has only ever played one reserves game in his whole footy career.

During his twenty two year playing career Phil has been part of a Premiership team on eight occasions. Undeafated in 2015 after 6 weeks will this year be flag number 9 ?

Congratulations Phil on a long and successful football career. We are sure there are still plenty more miles in the boots. Well done!

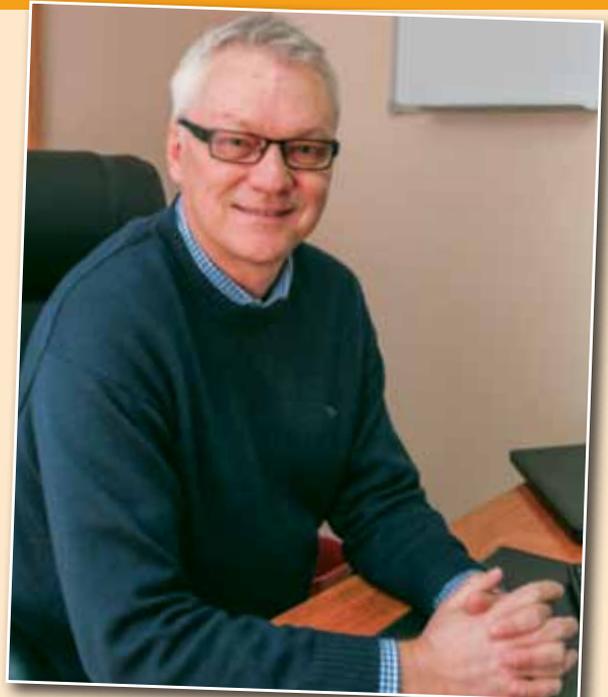
WELCOME TO ROSS DALLIMORE

GM Concrete started October 29th 2014.

Ross comes to us with a wealth of management experience in construction and building materials. His career includes executive positions with CSR Readymix as Regional GM Country Queensland Concrete and Quarries Division, GM Marketing CSR Humes (now part of Holcim Australia), Jeld Wen and Brickworks. Career highlights include concrete and quarry products contract supply to gold mines in remote parts of PNG.

Most recently Ross was CEO of privately owned regionally NSW based building products business. Ross has an Honours Degree in Civil Engineering and completed his MBA at the University of Technology, Sydney. He has also had the opportunity to serve as a director over a number of years on several industry based boards and joint venture companies.

Ross's interests outside work include travel, football (the world game), golf and cricket, though he is quickly being converted to AFL, having been to a few games at the MCG recently. He has already enjoyed a few rounds of golf at the Cohuna Golf Club. Ross's family grew up in Queensland, his son has been in the RAAF for five years and is currently serving overseas, his daughter is now living in regional NSW currently undertaking part time Business studies and working in the thoroughbred equine industry.



STORK NEWS....

On Wednesday 6th May 2015 Brett Clarke and wife Victoria welcomed to their family a daughter Ziggy Imogen Clarke. Ziggy weighed 7lb 11oz and is a little sister for Winter. Brett is the assistant quarry manager at Yabba Quarries. Congratulations Victoria and Brett.

