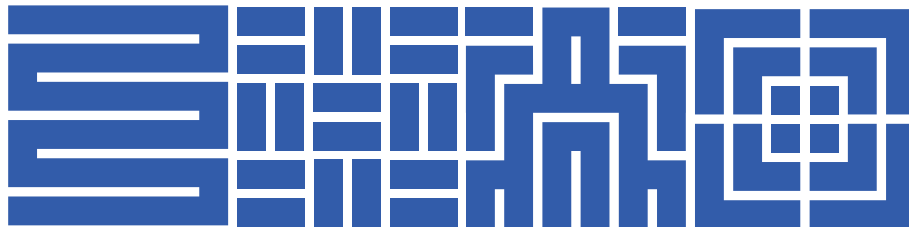






**Fyfe is a fully integrated engineering,
environment, planning and survey firm.**

Our 350-plus team works across Australia
delivering projects in the defence, energy
and resources, infrastructure and property
sectors.



Gary Spence Managing Director

“ Since joining Fyfe in 2018, I am continually impressed by the outstanding team. All our people are totally committed to helping clients achieve their desired project outcomes. The strength of the team is, in many ways, Fyfe’s greatest strength. ”



Fyfe’s success over the years, and its ability to weather any storm, be it a downturn or a pandemic, is also thanks to our integrated service model. Whatever the project, Fyfe can provide any combination of engineering, environmental, planning or survey solutions to ensure its successful completion.

There’s no doubt that Fyfe’s core values have significantly contributed, too. We champion respect, integrity, accountability, responsiveness and passion. I see and am amazed at the passion our team brings to their tasks every single day, providing quality advice and outcomes to our clients.

Our people are central to who we are as an organisation. We want the best engineers, the best project managers, surveyors, ecologists and so on. One thing that sets us apart is how long our people stay with us, and it’s because we value them – in a company of over 350 people, there are 65 shareholders.

Over the next few years, a key focus will be strengthening Fyfe’s presence across Australia,

including the significant markets of Perth, Sydney and Melbourne. While we can already boast about our position as one of Australia’s premier professional services companies, increasing our work in these markets will solidify our reputation further and ensure continued success.

We will continue to treat all our clients and their projects as blue chip, from the largest multinational and government contracts through to diverse planning and engineering projects. We will also continue adding value in the geospatial and surveying space, following on in the tradition set by our founder, Ross Fyfe.

Five-star service with passion and integrity results in client success and our own, allowing us to continue growing as one of Australia’s leading multidisciplinary firms.



Mark Dayman Executive Chairman

“ When I started at Fyfe in 1984, the company consisted of a handful of employees providing survey services in the property sector. Computers were new, floppy disks were considered modern, and the company’s first hard-disk drive was a significant investment. ”

As my work within the company evolved – moving from manual drafting to building our computer systems, then leading the oil and gas division before becoming Managing Director and now Executive Chairman – I had a first-hand view of the company’s own evolution.

There was a significant shift in 1986 when Geoffrey Allen joined Fyfe as a Director. The company started taking on larger development projects for top-tier clients. Successful outcomes helped develop our professional relationships with these clients, many of whom we’ve been working with ever since – that’s decades of collaboration.

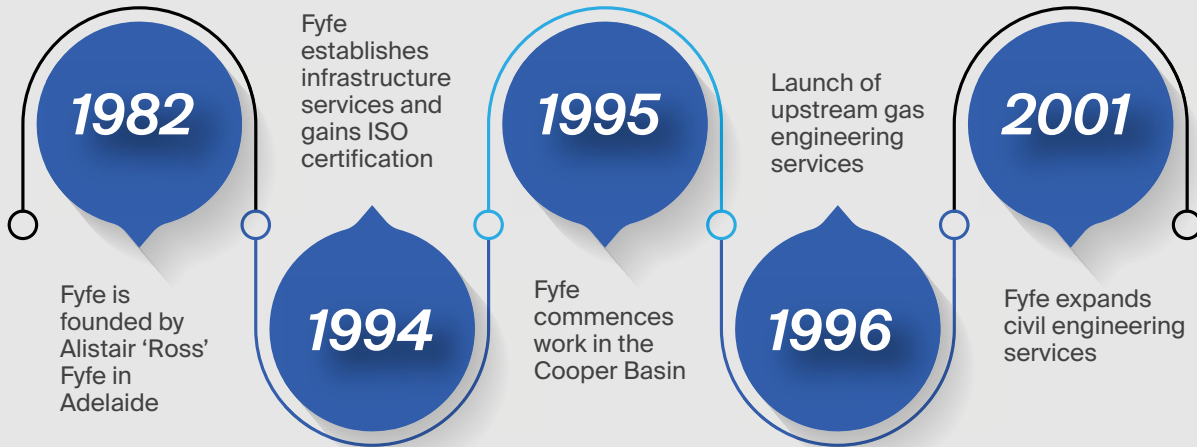
In the 90s, Fyfe began extending its work in the energy sector, opening offices in Moomba and Ballera and onboarding specialist engineers to help with upstream gas projects. Having a combination of pipeline experts, surveyors and engineering design people working together gave us a competitive edge; we offered something other consultancies couldn’t and in the early 2000s opened an office in Brisbane to meet demand for our services.

Fyfe started doing more in the planning and infrastructure area too, eventually working on major government and private sector contracts, a move that helped us build integrated services in a number of sectors. We also invested a lot of effort into creating quality-assurance systems, in-house standards and procedures that mean we hold ourselves and our work to an exceptionally high standard, often higher than what our clients expect.

This cemented our reputation and helped us grow our brand, becoming a go-to provider for some of Australia’s biggest companies and government departments. In turn, as a company we attracted some of the nation’s top talent.

I’ve seen Fyfe’s service and sector lines continually expand, watched the different divisions find innovative ways of working together to deliver real value to clients. As we enter our fifth decade, I expect we’ll see more of the same.

40 years of delivering value through integration





1980s



Our locations: how we've evolved

Over the course of 40 years, from 1982 to 2022, Fyfe has grown from one small office in Adelaide to a truly nationwide company with premises throughout Australia. You'll find us in state capitals, regional centres, remote areas, and anywhere there's a need for engineering, environmental, planning or surveying specialists.

Fyfe has always maximised opportunities for growth, a strategy that has allowed us to expand our service offerings and tackle increasingly complex projects in an ever-increasing number of locations.

In 1999, there were three Fyfe offices, but as our project opportunities around Australia progressed, we needed more people and more offices in growth areas, both in the capitals

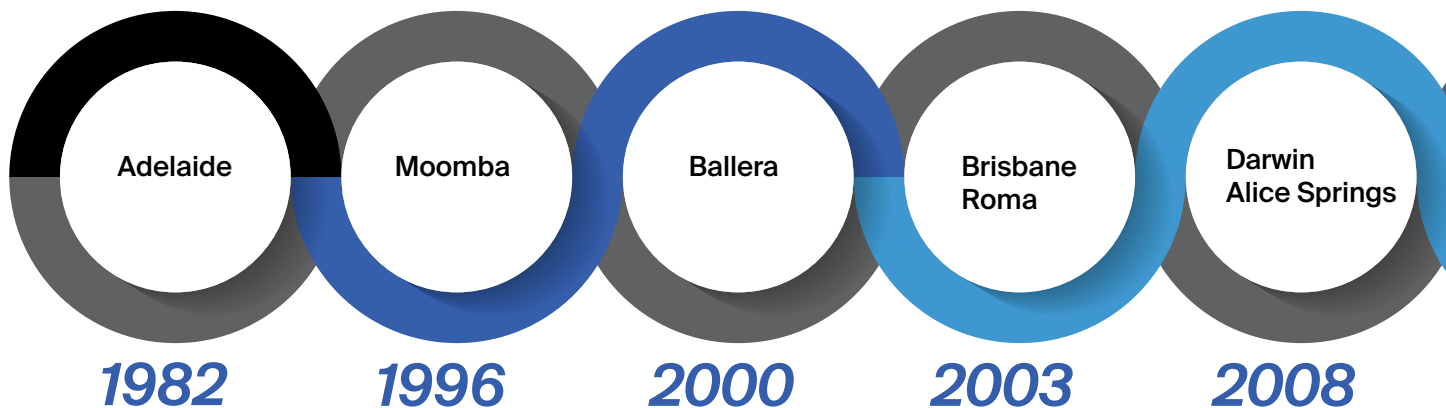
and the regions. Unlike many of our competitors, Fyfe has not only remained in locations such as Roma and Chinchilla but has flourished over the years with our teams now living and working locally throughout our office network.

We also increased our work in infrastructure and property development, which led us to continue growing in Adelaide and South Australia. Fyfe's

ambitions to grow the business in locations across Australia saw us expanding through acquisitions in Darwin in 2008, followed by Perth in 2013.

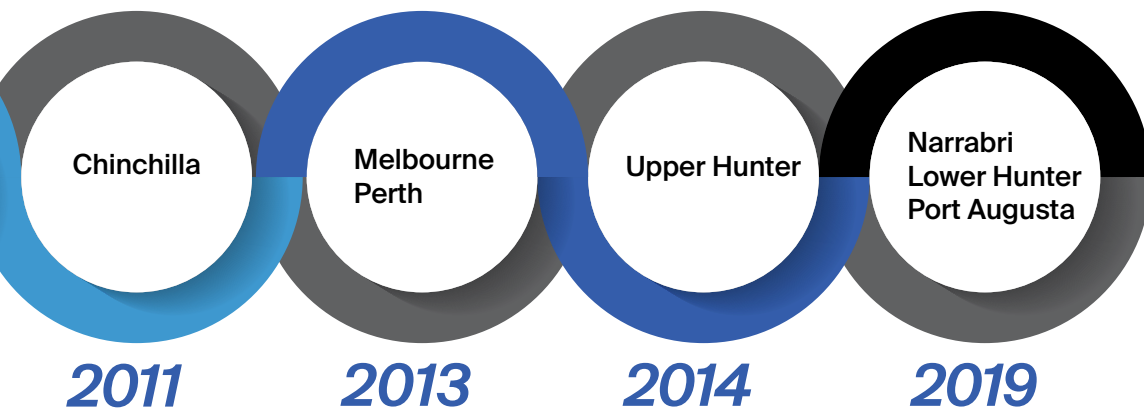
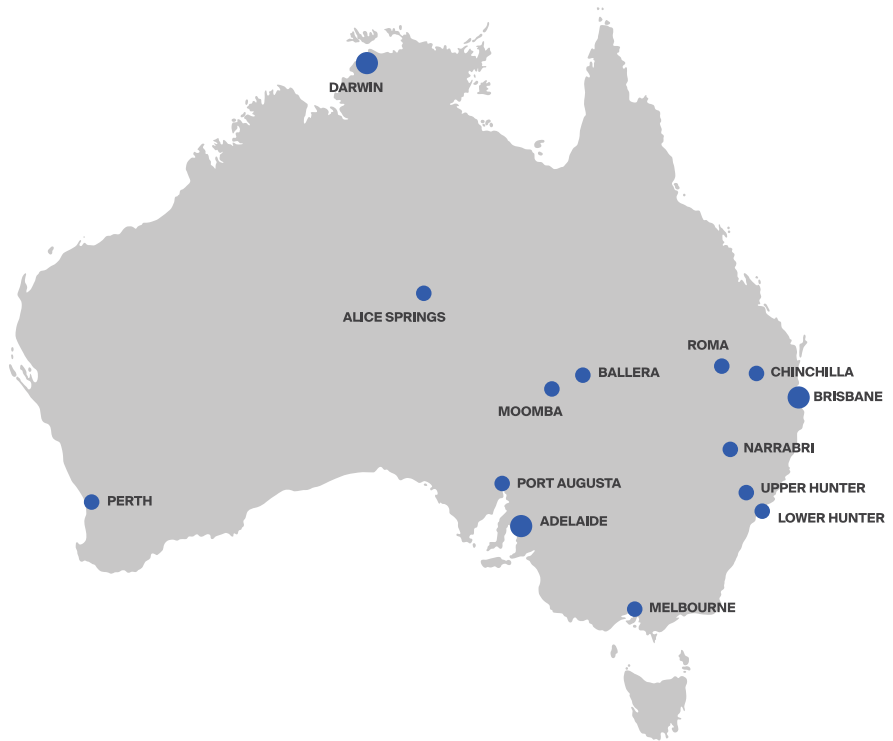
That same year we established our environment division, which has since evolved to a national presence with strong profiles in Adelaide and Melbourne with increasing opportunities in other states and territories. Continued growth adds to our team of

Fyfe offices established



30-plus environmental scientists, engineers, and site contamination specialists who deliver practical environmental solutions to our diverse range of clients across Australia.

Today, we are a leading Australian integrated professional services firm. Fyfe offices can be found in 14 locations across the country, and Fyfe staff members can be seen working on a range of projects that run the gamut from pipeline engineering in Moomba and gas mains renewal projects in Melbourne, to GIS in the outback and urban and civil design for residential and commercial developments in Adelaide.



Shaping Fyfe through the decades



Ross Fyfe, Founder

This 40-year milestone could not have been achieved without the dedication of our most precious resource: our staff and directors.

I am extremely proud of our achievements, the creation of an exceptionally talented multidisciplinary practice, and to witness the expansion of Fyfe across Australia.

To the many loyal clients, who have supported and encouraged Fyfe endeavours, I thank you for your friendship over the decades.

Well done to all in achieving 40 years at the top. Here's to Forty Years Fyfe-Enabled (FYFE) and the next forty!

Years of service: 1982 - 2013



Chris Millett, Director and Licensed Surveyor

I'm very proud to celebrate 40 Years of Fyfe alongside our fantastic teams. What a ride it's been! And what a great South Australian story – having grown from a local 20-person business when I joined to the multidisciplinary national firm that it is today. At the core of our success is the unique combination of a great bunch of people, many of whom have been with us for twenty and thirty years. In addition, while it didn't happen overnight, the board's decision to diversify in the 90s was a pivotal turning point in expanding our services and giving us the competitive edge that we have today.

Years of service: 1987 - present



Geoffrey Allen, former Director and Managing Director

My time at Fyfe spans many decades and I'm proud to have had a hand in growing Fyfe from a single man survey operation to the national multidisciplinary firm it is today. Handing over the reins to Mark Dayman, was a pivotal time for Fyfe and contributed to our expansion in the public and private sectors. Back in the 80s, business was run with very little written instruction and people's word was their honour. From what I've observed, there are two constants that have been the essence of Fyfe - recognising client priorities and putting our people first. Here's to 40 Years of Fyfe!

Years of service: 1986 - present

Our valued long-term Fyfe employees



Stuart Glenn, former Director and Chairman of the Board

I am delighted and indeed privileged to share in Fyfe's 40th year celebrations. A uniquely Australian company that has grown and diversified through both adversity and opportunity.

Focus, resilience, talent, and absolute professionalism sum up the culture and soul of the company. Fyfe's journey is a remarkable corporate story of creating and enabling industry and development across Australia. Congratulations, well done, and may the next 40 years be safe, prosperous, and fulfilling for all employees and shareholders.

Years of service: 2011 - 2018

Stephen Corbridge Lead Civil Designer, Adelaide

37 YEARS

Over the long period of time that I have been with Fyfe (in the early days with Allan Gilbert & Assoc) I've seen many highs, a few lows, and mostly steady as she goes. What has resonated with me during this time is that people respond well to being appreciated and valued for their input – it brings out the best in them. That outlook and the culture at Fyfe hasn't changed over the decades resulting in people solving problems, being creative and putting in a little bit more. With a diverse range of talents, abilities and a sprinkle of fun mixed in, no two days are the same and that's why I'm still happily here.



Roger Sturru, Senior Surveyor, Adelaide

37 YEARS

Starting from humble beginnings as a small standalone survey company in Adelaide when I joined in 1985 to a national consultancy is a real highlight for me. It's gratifying to be on this journey and to see firsthand the exceptional quality we provide in construction, engineering, and infrastructure across Australia.

Congratulations to all at Fyfe for the 40 years and may we continue to service Australia for many more years.



John Morrow, Cadastral Surveyor, Roma

33 YEARS

The standout for me has been the team environment and outstanding support. I've really enjoyed the great culture at Fyfe and having my colleagues' support. We've seen an eclectic mix of people come, go, and stay throughout the decades. It's a good growth story and I'm delighted to be part of that.





Our valued long-term Fyfe employees



Trevor John
Principal Structural Engineer
46 YEARS (incl TJA)



Andrew Barton
Senior Surveyor
23 YEARS



Stephen Rhodes
Senior Project Manager
29 YEARS



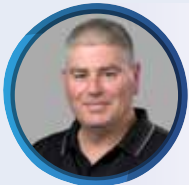
Ross Kennedy
Senior Licensed Surveyor
22 YEARS



John Belton
Project Manager
29 YEARS



Craig Bettison
Senior Surveyor
21 YEARS



Joe D'Aloia
Survey Section Manager |
Licensed Surveyor
28 YEARS



Andrew McKenna
Survey Drafting Manager
21 YEARS



Ben Kennett
Senior Surveyor
27 YEARS



Kate Jared
Senior Drafter
20 YEARS



Simon Liebelt
Drafter
25 YEARS



Stacey Owen
Project Coordinator
20 YEARS



Spotlight on surveying



“ Fyfe’s surveying capabilities continue to increase as we expand our service offerings and invest in the technology needed to deliver value on all our projects. ”

Chris Moore, General Manager - Survey

Surveying is central to Fyfe’s history and remains an important sector for us today. We got our start in Adelaide in the early 80s when Ross Fyfe set up his survey company, initially to provide services to the residential market and property developers.

As Fyfe grew, so too did our capabilities. Surveyors, drafters, planners and engineers joined the company from a diverse range of sectors, helping broaden our scope into infrastructure, mining and defence, while still working in the property sector.

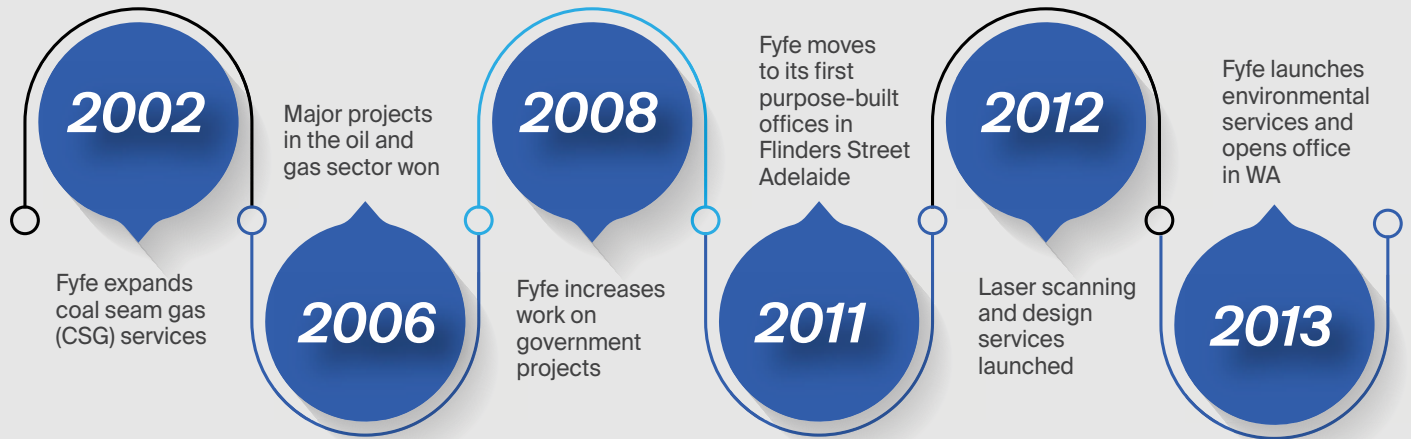
With specialist surveyors to gather the in-depth data our designers, engineers and planners use in the design process, Fyfe is uniquely positioned to offer a seamless end-to-end process. Through these methods, Fyfe’s long-standing credo of value through integration was born. We’ve come a long way from our very first scanner in 2010. Today, we deliver a truly nationwide surveying and geospatial service that’s powered by the latest technologies.

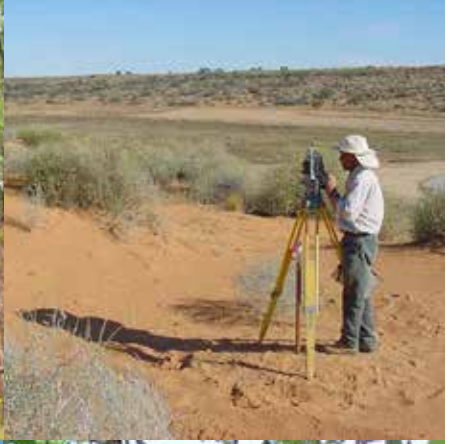
Chris Moore, General Manager - Survey, and his experienced team have their finger on the pulse of changes in survey methods and technologies, something that’s helped Fyfe build long-lasting relationships with survey clients in infrastructure, defence and energy and resources. From LiDAR units to advanced concrete scanning, drone-assisted 3D aerial photogrammetry, and reality

capture, our work in surveying has moved with the times and we continue to expand our geospatial service offerings along with our capabilities.

A few things have remained the same, though: we still assist top-tier property developers and we still have boots on the ground in Adelaide. Fyfe surveyors, geospatial specialists, and CASA-certified drone pilots work across the nation, including in some of the country’s most remote areas.

40 years of delivering value through integration





2000s



Spotlight on energy and resources

“ We find innovative engineering solutions that meet client objectives and deliver a service that’s commercially astute and results-focused. ”

Andrew Warner, General Manager - Energy and Resources Central and Western Australia

Fyfe established an energy business in 1995 and added in-house engineering services in 1996, marking our first foray from survey and cementing a long-standing tradition of offering complimentary services.

Company legend has it that Mark Dayman and other Fyfe team members saw the opportunity to expand our services into engineering. Having participated in the design process, the team believed they could do a better job for the client. So, the Fyfe team decided to onboard dedicated process and mechanical engineers and expand the company’s service offerings in upstream gas projects.

A few years later, Fyfe added civil and structural engineering services to our property and infrastructure group. These services are an integral part of consulting for the energy and resources sectors, and Fyfe has incorporated these disciplines across all our projects.

Organic growth and the acquisition of engineering businesses across the country, along with Fyfe’s history of finding and hiring the best engineers across sectors and states, has helped Fyfe

“ It’s an exciting time to be at Fyfe. Our engineering specialists are working with hydrogen and the new energy solutions that facilitate energy transition. ”

Clayton Warner, General Manager Energy and Resources Queensland

increase its work in Western Australia, Queensland, the Northern Territory, and elsewhere.

Today, Fyfe delivers a full-service energy and resources consultancy with experts working in civil, electrical, instrumentation, mechanical, pipeline, process, structural engineering and more.

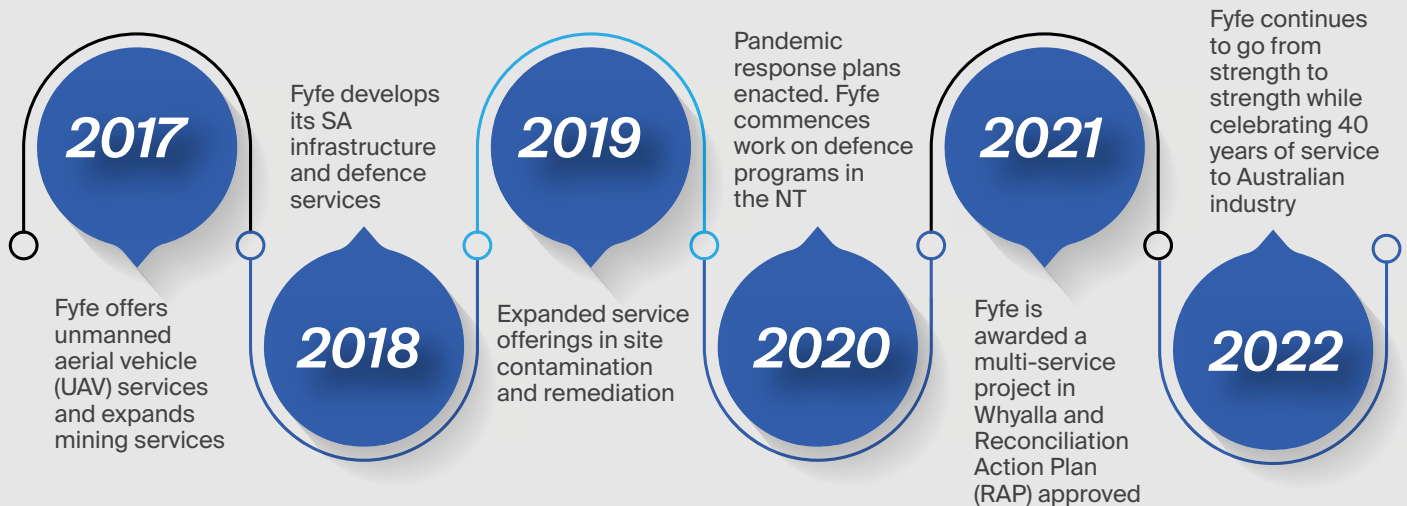
Fyfe’s regional and division managers for energy and resources, including Andrew Warner and Clayton Warner (who are not related!), have significant experience in the sector and bring their engineering backgrounds to a range of complex projects in the traditional and new energies spaces.



2010s



40 years of delivering value through integration



Spotlight on property and infrastructure



“The strength of Fyfe’s multidisciplinary teams and the way we work collaboratively means we’re a one-stop solution for any planning, urban development or infrastructure project.”

Joel Stevenson

General Manager - Property and Infrastructure

Providing services to the property and infrastructure industries are at the core of what Fyfe was originally set up for, and it remains a key sector for us today.

In the early days, we primarily handled surveying and a handful of the infrastructure tasks that go hand in hand with property development. As Fyfe grew, both in size and geographically, we also grew our planning and engineering capabilities.

Back in 2001, the South Australian civil engineering business Allan Gilbert & Associates joined Fyfe. From there, our engineering services continued to expand, and in 2013 the structural engineering firm Trevor John & Associates joined Fyfe. From smaller development projects to major infrastructure and facility projects, the roads we’ve travelled to get to this point have been numerous, but it’s all testament to our experience over the years.

Under Joel Stevenson, our General Manager for Property and Infrastructure, the scope and complexity of the land development, infrastructure, and transport projects we can undertake has grown. Fyfe has advised state and local governments in South Australia, Victoria and the Northern Territory, helped create modern

recreation facilities, and liaised with government bodies to deliver on large-scale projects. We’ve even dipped our toes into water-park planning.

Sparking change and growing our service offerings is something we do well at Fyfe. Just ask our electrical experts who, as of this year, hold the certifications needed to complete full electrical designs for new subdivisions.



2010s



Spotlight on environment



“ We’ve created a truly national footprint and our success has been largely due to our focus on meeting our clients’ needs and building long term relationships. Our plans are to continue to grow our team nationally and to diversify our specialist service offerings. ”

Marc Andrews, National Environment Manager

Fyfe’s environmental team is on hand when clients need a complete solution. With environmental scientists, ecologists, engineers, hydrogeologists, contamination experts, and specialists who know the ins and outs of compliance and due diligence, Fyfe provides a truly customised environmental service, whether it be in environmental planning and approvals, ecological studies or site contamination services.

With many of Australia’s finest environmental minds on the team, we support our clients with state and federal statutory and regulatory requirements, keeping the wheels turning on complex projects and sensitive environmental challenges, often related to contaminated land.

Site contamination exists in all industrialised cities across the world, and it has been estimated that there are 160,000 polluted sites in Australia, most of which relate to historical practices. Fyfe is routinely engaged by site operators, property developers and regulators to conduct site contamination investigations of soil, groundwater, and soil vapour to determine the nature and extent of contamination and any risk it may pose to human health or the environment. Should potential risks be identified, Fyfe is engaged to remediate or mitigate these through various physical, chemical, or biological techniques.

We’ve been working in this field since 2013, and we’re proud to have grown our environmental solutions over the years. In 2019, Fyfe expanded its environmental service offerings even further when Victorian firm, Monarc Environmental, joined the company.

Today, Fyfe’s environmental offerings are a go-to for clients who also need support with documentation or services that run from hydrogeological and geochemistry assessments through to remediation management and streamlining the sign-off of statutory and regulatory projects.



Our culture for the future



A key element of Fyfe's success is how it interacts with all stakeholders including employees, shareholders, clients and communities. Throughout our history, we have adopted and developed systems to ensure we meet and exceed stakeholder expectations.

These exacting standards are achieved through our company-wide commitment to effective operations management, underpinned by our certified systems.

Fyfe's safety culture is exceptionally important to us as an organisation and our success in this area is a result of all team members sharing a commitment to safe workplace practices. For Fyfe, safety extends to the work we do for our clients. Process safety and safety in design are fundamental to our work.

We're committed to environmental protection and pollution prevention, which we achieve by managing the environmental impacts of our activities. Fyfe is forging ahead in sustainable design, the incorporation of environmental factors in linear infrastructure projects, and is well-positioned to assist with Australia's energy transition.

Fyfe's approach is that establishing a local presence is the best way of completing work in a region and provide long-term sustainable opportunities. Having local offices ensures that we understand the issues that impact communities.

Supporting these local communities is part of our values - we provide employment, use local accommodation, become members of local clubs, and sponsor events and organisations. Fyfe also regularly supports organisations that our staff are involved with including professional, industry, sporting and community organisations.

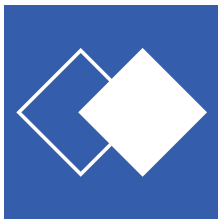
Fyfe is an equal opportunity employer and strives to create an inclusive environment for its workforce that accepts each individual's differences, embraces their strengths and provides opportunities for all staff to achieve their full potential.

Our journey towards a genuine and long term plan for reconciliation has begun with Fyfe's 'Reflect' Reconciliation Action Plan (RAP). This document describes what we have achieved, and our future aims in our commitment to further engage and collaborate with First Nations people across Australia.

As we celebrate Fyfe's 40th year, we're pleased to have witnessed the evolution of our company and its culture as we embrace the changing landscape within Australia and worldwide.

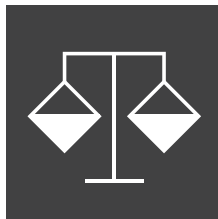


Fyfe Values



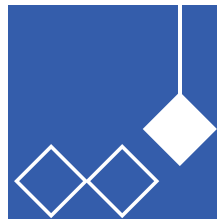
RESPECT

We encourage different opinions and the development of strong relationships based on mutual trust and understanding.



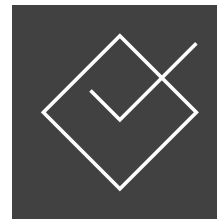
INTEGRITY

We value honesty, responsibility and professionalism. We do what we say we will do.



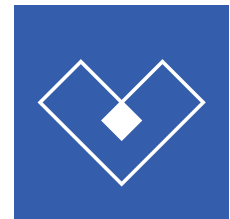
ACCOUNTABILITY

We empower our staff to deliver on their commitments and strive to exceed expectations in delivering value to our clients & colleagues.



RESPONSIVENESS

We drive delivery and provide high quality, timely advice to our clients.



PASSION

We are engaged in what we do and take pride in the quality of work we deliver.

Our commitment to delivering value through integration underpins our success.

We employ the best people and technologies

We work across sectors to do the job faster and better

We prioritise advanced systems, world-class thinking
and cost-effective solutions

We support our people and live by our values



VALUE THROUGH INTEGRATION

www.fyfe.com.au