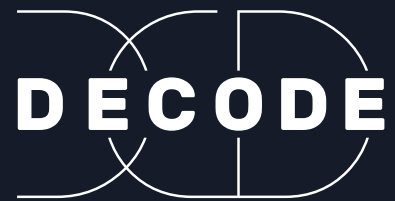
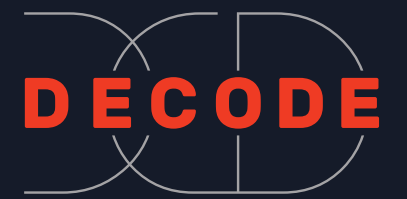


CAPABILITY STATEMENT



DESIGN • CONSTRUCT • DELIVER

+61 2 9695 1778
info@decodegroup.com.au
Level 8, 52 Alfred Street
Milsons Point NSW 2061



DESIGN • CONSTRUCT • DELIVER

A MESSAGE FROM THE FOUNDER & CHAIRMAN



SAM EL RIHANI

At Decode Group, excellence is our standard. I am thrilled to present “Decode in 2024,” showcasing our unwavering commitment to top-tier construction and lasting partnerships. For over 15 years, we have been at the forefront of innovation and sustainable practices, constantly evolving to meet our clients’ needs with a diverse and expert team.

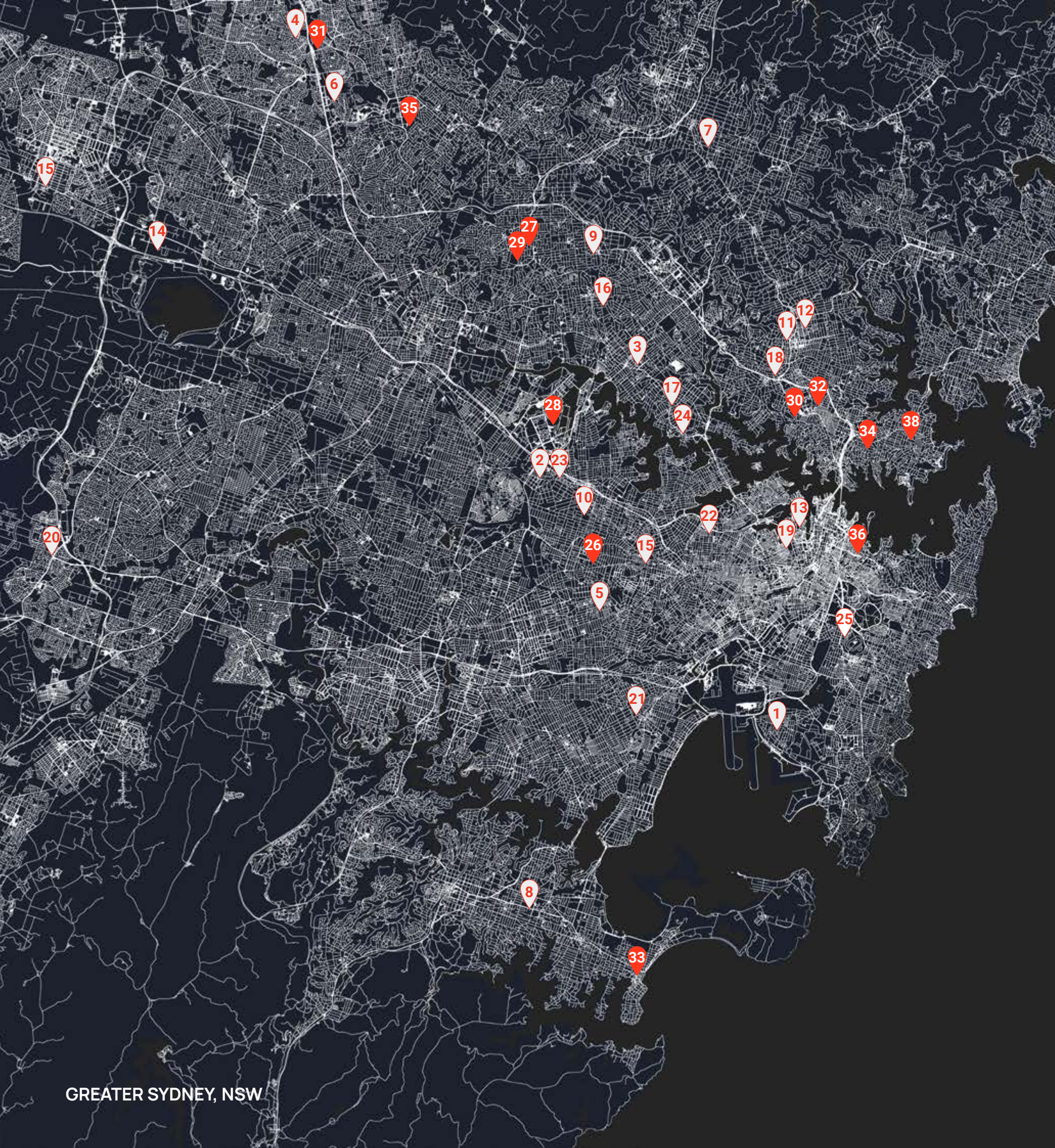
Successful projects are built on relationships, trust, and shared vision. Explore our achievements and capabilities to discover the essence of Decode—our people, projects, partners, and values. With recent flagship expansion into the Hunter region and beyond Greater Sydney, Decode is a tier 2 residential builder in NSW poised for a bright future.

Decode is not just a builder; we are your trusted partner in realising your vision. Let’s build the future together.



CONTENTS.

- 1 AT A GLANCE
- 2 WHAT WE DO
- 3 OUR COMMITMENT
- 4 OUR EXPERIENCE
- 5 OUR PEOPLE
- 6 CORPORATE SOCIAL RESPONSIBILITY



NEWCASTLE, NSW

OUR EXPERIENCE.

With over \$3.1B projects delivered in the Greater Sydney area and expansion to the Newcastle region, Decode brings a reputation for reliability, quality and proven delivery.

COMPLETED PROJECTS

1. Quay East, Botany
2. Lofts 1, 2 & 3, Homebush
3. Blaxland Rd, Top Ryde
4. Pacific Hwy, Mt Colah
5. Canterbury Rd, Canterbury
6. Peony Place 1, 2, 3 & 4, Kellyville
7. Parq, Turramurra
8. Pinnacle, Miranda
9. Cliff Rd, Epping
10. Grand, Burwood
11. Meridien, Chatswood
12. Confluence Water, Chatswood
13. Grande Pyrmont Estate
14. Huntingwood Estate
15. Link Wentworth, St Marys
16. RLS Lifecare, Denistone East
17. Victoria Rd, Gladesville
18. Taylors Lane, Lane Cove
19. Millard Place, Glebe
20. Al Faisal College, Austral Stages 1 & 2
21. Citiscape by Mint Residential, Rockdale
22. Ara, Epicure Collection, Leichhardt
23. Homebush Hotel
24. The Glaze, Gladesville
25. Kensington Student Accommodation

CURRENT PROJECTS

26. The Henley Residences, Enfield
27. Carlingford Residential Development
28. Antara, Sydney Olympic Park
29. 88 Livie, Carlingford
30. Bellevue, Greenwich
31. Link Wentworth, Rouse Hill
32. Northcote Collective, Naremburn
33. Vue, Cronulla
34. The Villas, Neutral Bay
35. Carrington Place, Castle Hill
36. Queensgate, Potts Point
37. Dairy Farmers Towers, Newcastle
38. Cowles Road, Mosman - ECI
39. Sovereign Park, The Hill - ECI

GREATER SYDNEY, NSW



WHY DECODE?

1. THE OPTIMAL TIME & COST OUTCOMES

A **Design & Construct contractor**, our expert team is capable of delivering excellence all the way from initial design to completion. Our vertically integrated **Small Business Alliance** and **Preferred Partners Network** ensure both internally and externally, we have cost effective access to the highest quality subcontractors.

This multifaceted approach to **strategic value management** allows Decode to deliver excellence in quality, streamlined operations, and cost-effective, de-risked solutions tailored to each client's unique needs.



2. PARTNERSHIP APPROACH

At Decode, "Building Relationships" is the cornerstone of our ethos. We understand that our clients' investments are more than just financial. We take great pride in realising a shared vision and measure our success by the satisfaction of our clients.

Our partnerships-centric approach has cemented our reputation as a trusted industry leader, and we have a **67% repeat client rate with zero litigations.**



5. AWARD WINNING & ACCREDITED BUILDER

Our list of accolades and certifications speak to our capability and pride in our workmanship. These include:

ICIRT - 3.5 Star Gold Rated partner since 2022 

NSW Government Prequalification Scheme SCM1461 - For General Construction Works \$1M - \$9M and projects valued above \$10M

Green Star Accredited Professional 

ISO 14001:2015, ISO 45001:2018 & ISO 9001:2015 

See page XX for our award list.

6. REGULATORY EXCELLENCE: STAYING AHEAD OF THE CURVE

Decode excels in navigating the complex landscape of regulatory changes, thanks to our experienced team and robust relationships with regulatory bodies. We pride ourselves on our deep expertise in the **Design and Building Practitioners (DBP) Act**, ensuring all our projects meet and exceed the stringent requirements of this legislation. Our team holds industry benchmark safety and environment certifications such as **ISO** and **OFSC**, providing our clients with unparalleled assurance of compliance and safety.

Our **Registered Building Practitioners** maintain accountability throughout the delivery phase and beyond, supported by our centralised team of design managers who are continually trained on legislative changes. Our **unique customer care team**, adept in the intricacies of the DBP Act, offers comprehensive guidance and support well beyond project completion.

Decode's centralised approach to regulatory compliance ensures that we remain ahead of industry reforms, delivering exceptional value and peace of mind to our clients.



3. LEADING INDUSTRY ADVOCATE

Decode plays an active role in the construction industry as a proactive leader and advocate for industry-wide improvement. We maintain strong relationships with key stakeholders such as the **NSW Building Commissioner, SafeWork NSW, Major Australian Banks, and Industry Associations like UTF, PCA, and UDIA.**

Through platforms we have founded, such as **Funding the Future**, we regularly host industry events that foster honest dialogue and collaboration. Proactive engagement ensures Decode stands at the forefront of industry change.



4. COMMITMENT TO SAFETY: OFSC ACCREDITED

From head office to our project sites, the Decode team works together to ensure everyone gets home safe every day. Our WHS management system is built upon the HIRARC process, meticulously integrating process planning, communication, risk-based analysis, and industry best practices.

This holistic approach creates a safe working environment for all our people and is underscored by our **OFSC accreditation by the Federal Safety Commission.**



7. FINANCIAL RESILIENCE & RATINGS

With **no debt and no overdraft**, Decode stands as a financially robust contractor with a solid balance sheet and consistent payments history. Our strong relationships with all major Australian banks and the broader finance industry underscore our stability.

Decode pioneers the construction-finance relationship through 'Funding the Future' an industry association founded by Decode that regularly brings both sectors together to foster enhanced transparency and communication.



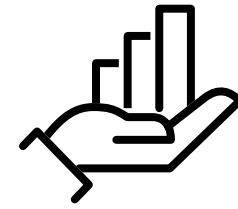
DECODE AT A GLANCE.

15+

years in
business

\$3.1B

total
construction
value
delivered



\$250M

forecasted
turnover in
2024-2025

160+

expert
team

TIER 2

NSW
residential
living



30+



different
nationalities

DECODE

Newcastle

67%

repeat clients



45+

projects
completed

100%
completion rate



26%

women in 
construction

expanded into
the Hunter
region -
Newcastle and
beyond in 2023



FUNDING
THE FUTURE

Industry
Association

Since our founding in 2008, Decode has evolved into a leading tier 2 construction company in residential living NSW. With a diversified portfolio that covers the full spectrum of the construction industry, we are a team of passionate and innovative builders driven by a shared commitment to excellence.



Kellyville, Peony Place Stages 1-4

MISSION

Decode's mission is to deliver excellence across the full spectrum of the construction industry. We align ourselves with our clients to deliver quality-constructed solutions that improve our built environment and enrich the lives of all our stakeholders. We aim to be an inclusive platform where our people can reach their maximum potential, build enduring relationships with clients, partners and communities and ensure every project reflects our dedication to excellence, trust and collaboration.

VISION

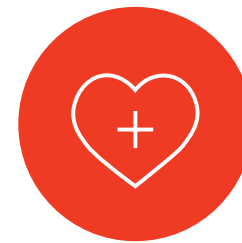
Decode's team of professionals can We aspire to set the benchmark for partnerships-driven construction excellence. On robust foundations of collaboration, we construct landmark structures that exemplify innovation, sustainability and exceptional craftsmanship. At Decode, our clients' success is our success and together, we turn visionary ideas into iconic realities.

WHAT WE STAND FOR.



LIFT AS ONE

Through our unique collaborative approach to construction, we align and unite under one vision and work hand in hand with our clients and partners to deliver excellence.



COMMIT TO CARE

We're committed to the safety of our people, the sustainability of our work on local communities & environments and our the projects we have delivered well beyond completion.



DELIVER EXCELLENCE

We promise, we deliver. Delivering excellence lies at the core of our mission and we are committed to delivering nothing less than excellence in every project we build.



GO THE EXTRA MILE

At Decode, we take pride in always going the extra mile in pursuit of quality, embrace of innovation and delivering on our client's vision.

DECODE & THE FIRST NSW BUILDING COMMISSIONER.

Decode maintained a positive relationship with the first NSW Building Commissioner, David Chandler. He attended numerous Decode-hosted events and Decode was acknowledged on his social media posts.

David appeared in the following Decode hosted events:

- 'Building Confidence' event in June 2022
- 'Forgetting Inclusion' event in March 2023
- "The Implications of 'The Act'" boardroom lunch event at the Decode office in April 2023
- 'Funding the Future', a unique cross industry platform to bring construction and finance industries together - April 2024



Funding the Future 2024



Building Confidence event - June 2022: Celebrating the launch of the ICIRT system and our position as one of the first 19 on the public register.



David Chandler OAM

NSW Building Commissioner at NSW Department of Customer Service
February 2024

"A growing number like #Decode and a long list of #ICIRT rated fellow travellers who are helping to reset "a race to the top" for those who want to distinguish their companies from those who have harmed our industry's brand for too long."



[Link](#)



Forgetting Inclusion 2023



Funding the Future 2024

"The Decode journey aligns with Construct NSW. The best players will be customer centric, that's why dealing with rated trustworthy players like Decode is important"
- The First NSW Building Commissioner, David Chandler



Building in Confidence 2022

TESTIMONIALS.

“ The construction on site saw the delivery of a truly unique and outstanding product. The outcome has reflected the successful collaboration of a large number of contributors, including the client, project managers, all the consultants, subcontractors and the DECODE team. (Pyrmont Grande)

- TEAM2 ARCHITECTS


“ We are very pleased with the quality of their work at Huntingwood Estate, Their communication and experience resulted in a quality value add for our company. (Huntingwood Estate) ”

- MAPLETREE LOGISTICS TRUST



“ Having worked closely with Decode on several development projects, they were highly collaborative, efficient and have demonstrated capabilities from project inception to deliverance.... Decode presented a clear vision of the Miranda Project and the expected outcomes they need to be achieved.... When faced with challenges or obstacles, they were able to ensure any issues were addressed promptly to avoid delay and kept CBA informed well in advanced of any potential risks ”

- PETER HATHEIER,
 RELATIONSHIP EXECUTIVE -
 COMMONWEALTH BANK



“ Decode and their team have demonstrated their capabilities, technical expertise, management skills and an always collaborative approach in the delivery of this project. (Lofts III, Homebush & Millard Place, Glebe) ”

- DMW MANAGEMENT SERVICES

AWARDS.

Decode has proudly won a number of project and corporate awards, including:

- 2023 **WINNER** **Burwood Grand**
Urban Taskforce Australia: Mixed Use Development
- FINALIST** **Burwood Grand**
Property Council of Australia: Best Mixed Use Development
- FINALIST** **Grande, Pyrmont Bay Estate**
Property Council of Australia: Best Residential Development
- 2022 **WINNER** **Millard Place, Glebe**
Urban Taskforce Australia: Low-rise Residential Development Metro
- 2021 **WINNER** **Royal Lifesaving Aquatic Centre, Denistone East**
Master Builders Association of NSW Excellence in Housing Awards: Commercial Pools, Open Price Category
- WINNER** **Grande, Pyrmont Bay Estate**
Urban Taskforce Australia: Low-rise Residential Development
- FINALIST** **Grande, Pyrmont Bay Estate**
Master Builders Association of NSW Excellence in Housing Awards: Town Houses or Villas / Dual Occupancy, \$2 million & over
- 2020 **FINALIST** Our executives were recognised in the in the 2020 CEO Magazine awards:
FINALIST - Sam El Rihani, Property Executive of the Year Award.
FINALIST - Divya Mehta, Young Executive Of The Year Award.
- 2019 **FINALIST** **Pinnacle Miranda**
Urban Taskforce Awards medium density development.
- WINNER** CEO Magazine, Building and Construction **Executive of the Year** awarded to our Founder and Chairman Sam El Rihani.
- 2018 **FIRST PLACE** Australian Financial Review (AFR) Fast 100 List: Construction Industry

OUR STORY SO FAR.



2008

Decode's origins go back to 2008 when it was first established by Founder, Sam El Rihani.



2012

Decode was awarded 3 live residential projects in the Sydney Metropolitan region and we delivered our first high-end luxury residential project in Drummoyne.



2016

Decode joined forces with a number of small business alliances such as formwork, quality, labour hire, structural and civil engineering, tools and equipment hire to 'de-risk' the delivery process.



2018

Embarked on a diversification strategy, focusing on commercial, industrial, sports and education projects.

Recognised with a first-place ranking in the construction industry on the 2018 Australian Financial Review's (AFR) Fast 100 List, with a revenue of nearly A\$140 million and a three-year average growth rate of ~150%.



2019

Decode achieved the accreditation for ISO45001, ISO14001 and ISO9001.



Achieved NSW Government Contractor Prequalification and Best Practice Accreditation for building works valued at \$1M - \$10M.

Sam El Rihani is awarded the 2019 CEO Magazine 'Building and Construction Executive of the Year'.



Pinnacle Miranda was a Finalist in the 2019 Urban Taskforce Awards for medium density development.

2020

Placed in the Top 30 on the 2020 AFR Fast 100 List achieving 72% year on year growth FY2015-19.

Completion of \$180M flagship project, Burwood Grand.

Completion of Link Wentworth, St Marys Affordable Housing project.

Lofts III was named a finalist in the 2020 Urban Taskforce Awards.

Our executives were recognised in the in the 2020 CEO Magazine awards:

FINALIST - Sam El Rihani, Property Executive of the Year Award.

FINALIST - Divya Mehta, Young Executive Of The Year Award.

2021

Industry awards for multiple projects:



FINALIST

Grande, Pyrmont Bay Estate WINNER Urban Taskforce Australia FINALIST Master Builders Association of NSW Excellence in Housing Awards



WINNER

Royal Lifesaving Aquatic Centre, Denistone East WINNER Master Builders Association of NSW Excellence in Housing Awards: Commercial Pools.

2022

Decode achieved the Office of the Federal Safety Commissioner Accreditation (OFSC).



Further embed sustainability considerations in construction through:

- Commencement of the first 6 Star Green Star Rated Residential Building in NSW - Antara
- Increased leadership in sustainable construction through our Accredited Green Star Professional and LEED Accredited Professional



Decode achieved the iCIRT accreditation.



WINNER Urban Taskforce, Development Excellence Awards, Low Rise Residential Development Metro for Millard Place, Glebe

FINALIST Property Council of Australia, Diversity Award.

2023

Decode partners with Thirdi on the \$120M Dairy Farmers Towers Newcastle project. This is our first project beyond the Sydney region, marking our first steps into the Northern NSW region.

Decode commences on its biggest master planned development project to date at Carrington Place, Castle Hill.

WINNER Urban Taskforce Australia: Mixed Use Development for Burwood Grand

FINALIST Property Council of Australia: Best Mixed Use Development for Burwood Grand

FINALIST Property of Council Australia: Best Residential Development for Grande Bay Estate, Pyrmont

2024

Decode opened our Hunter region - Newcastle office in early 2024.



Decode launched the first Funding the Future event, an industry association that focuses on the future of construction and finance.



With a growing pipeline of diversified projects, Decode continues to expand our team for 160+ skilled industry professionals who are dedicated to delivering high quality projects across varied sectors.



Peony Place, Kellyville

WE INVEST IN INDUSTRY EXPERTS.

Our team of knowledgeable and experienced professionals ensure we deliver excellence in any construction sector.



From Design and Cost planning through to handover, Decode's expert team are able to deliver exceptional value to our clients. Decode has a proven track record with various delivery models including **Early Contractor Engagement (ECI), Design & Construct, Construction Management and Lump Sum Contracts.**

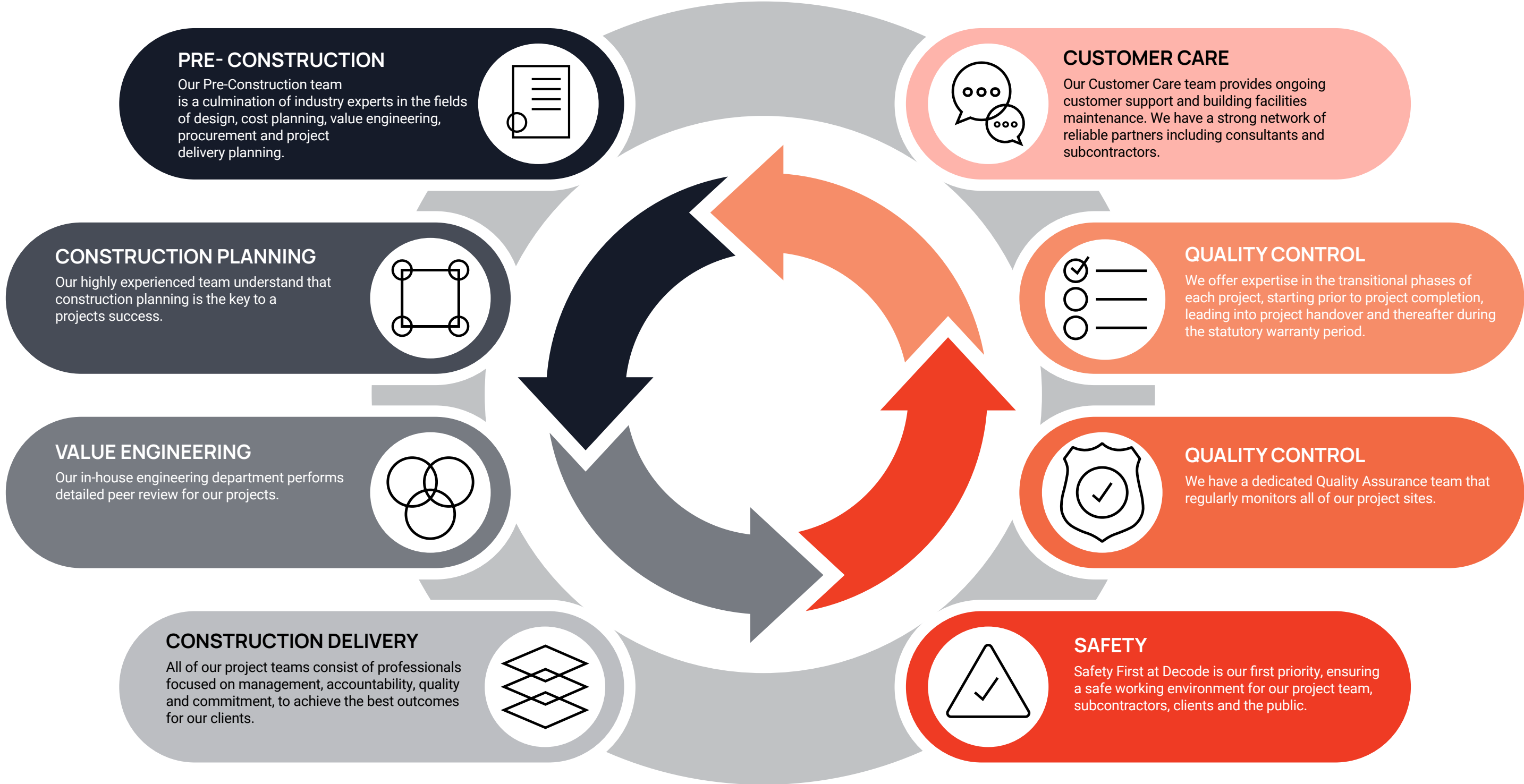
Central to our success is our empowering approach to harnessing the expertise of our people. The specialised and seasoned experts we build and invest in are our greatest asset and ensure no matter the project, we have the right skills and knowledge to deliver flawless work.

OUR SECTORS.

Our capabilities span across all sectors of the industry and with each project, we leverage newfound knowledge to continually improve our performance.

- AGED CARE**: Icon of a house with two people inside.
- INDEPENDENT LIVING**: Icon of a house with a chimney.
- AFFORDABLE & SOCIAL LIVING**: Icon of a house being held up by two hands.
- MIXED USE RESIDENTIAL**: Icon of a multi-story building with a person on a bicycle.
- BUILD TO RENT**: Icon of a key.
- COMMERCIAL**: Icon of a multi-story office building.
- HOTEL & HOSPITALITY**: Icon of a hotel building with four stars.
- STUDENT ACCOMMODATION**: Icon of a graduation cap.
- RETAIL**: Icon of a shopping cart with a plus sign.
- INDUSTRIAL**: Icon of a factory building.
- EDUCATION**: Icon of a graduation cap and books.
- SPORTS & AQUATIC**: Icon of a diving board over water.
- SOCIAL INFRASTRUCTURE**: Icon of a house with a person inside.

OUR CAPABILITIES.



SMALL BUSINESS ALLIANCE.

WHAT IS DECODE SMALL BUSINESS ALLIANCE?

At Decode, we operate a Small Business Alliance that allows us to deliver comprehensive, seamless construction solutions. This strategic network of vertically integrated businesses enhances our ability to deliver exceptional service and quality to our clients. By bringing together specialised services under the Decode umbrella, we ensure greater control, efficiency, and reliability across all stages of our projects.

HOW DOES OUR SMALL BUSINESS ALLIANCE DELIVER VALUE?

The Decode Small Business Alliance is designed to optimise every aspect of the construction process, providing significant value to our clients. By integrating key services, we achieve greater economies of scale and lower variable production costs, which translates to more competitive pricing and enhanced project efficiencies. Additionally, our streamlined logistics and consistent quality control reduce risks and delays, ensuring projects are completed on time and to the highest standards. This integration not only boosts profitability but also allows us to guarantee excellence and reliability in every project we undertake.



Supplies a wide range of equipment hire services, ensuring our projects have access to the latest tools and machinery for optimal performance.



Provides skilled labour hire services, ensuring we have a dependable workforce ready to meet the demands of any project.



Specialises in formwork and scaffolding services, offering robust and reliable solutions that support the structural integrity of our builds.



Provides expert electrical services, ensuring all electrical aspects of our projects are handled with precision and expertise.



Delivers top-tier engineering and consultancy services, offering innovative solutions and expert guidance on demand throughout the construction process.

THE DECODE ADVANTAGE

By leveraging our Small Business Alliance, Decode is uniquely positioned to deliver superior construction outcomes. Our integrated approach allows us to maintain stringent quality standards, streamline operations, and provide cost-effective solutions that meet the unique needs of our clients. With our alliance, we not only build structures but also build trust and lasting partnerships with our clients, ensuring their vision is brought to life without compromise.



ACCREDITATIONS.

YOUR GOLD STAR RATED ICIRT PARTNER



We are proud to have received a 3.5 gold star rating and be one of the first 19 businesses to become publicly iCIRT rated. For Decode, iCIRT is more than just a rating. It's an extension of our core partnerships approach to delivering excellence that is built on foundations of trust and commitment.

WHAT IS ICIRT?

The Independent Construction Industry Rating Tool (iCIRT) is a 5 star rating system unveiled in May 2022 by Equifax and the Office of the Building Commissioner.

Providing an unbiased and independent review of an organisation, an iCIRT rating is obtained through a thorough assessment of all aspects of a business.

Drawing upon thousands of data points, iCIRT ratings promote the organisations with the best practices and restore transparency and trustworthiness to our industry.

HOW WILL IT BENEFIT YOU?

From home buyers & developers to financiers & insurers, all organisations and individuals can make better informed decisions about their potential partners through detailed and holistic iCIRT ratings.

Entrust your next project to a rated builder with their track record, backing and credentials to deliver on your vision and stand behind their buildings.

To be registered as a trustworthy player, builder's must score and maintain above 3-stars.



“ The Decode journey aligns with Construct NSW. The industry is starting to get on board with the massive reforms and Decode is a leader as one of the first 20 movers into the iCIRT rating space. And the great thing about leadership is people always remember who went across the finish line first”

- DAVID CHANDLER,
NSW'S FIRST BUILDING
COMMISSIONER

In mid-2024, our Chairman, Sam El Rihani, proudly accepted a new iCIRT award from Equifax and NSW's First Building Commissioner, David Chandler OAM in recognition of our improvement and recertification.

A COMPREHENSIVE IMS

Decode operates an Integrated Management System (IMS) that ensures all aspects of safety, quality, employee wellbeing are compliant with the highest standards. Our ISO Certification, Office of the Federal Safety Commission (OFSC) Accreditation and NSW Pre-qualification stand testament to the effectiveness of our IMS system.

WORK, HEALTH & SAFETY

We are committed to achieving Zero Harm at our workplace. From head office to at our project sites, every member on the Decode team works together to create a safe work environment where everyone gets home safe every day.

Decode's WHS management is based on the Hazard Identification Risk Assessment and Control model (HIRAC) which comprehensively integrates process planning, communication, risk-based analysis and adoption of Industry Best Practice to ensure a safe working environment for our subcontractors, project teams, clients and the public.

QUALITY

Quality at Decode is ensured through the IMS certified to ISO 9001:2015, supporting the delivery of high-quality project outcomes on time and within budget.

Specific quality outcomes are defined for each project and integrated into the project Quality Management Plan, with continuous communication to stakeholders throughout the project lifecycle.

Regular audits and client/stakeholder satisfaction surveys are conducted to assess compliance, measure satisfaction against KPIs, and drive innovation and improvement in solutions, technologies, and construction methods.

ENVIRONMENT

Decode is dedicated to delivering environmentally sustainable buildings by collaborating with clients, consultants, and subcontractors early in the project lifecycle.

Environmental impact is managed through the development of an Environmental Management Plan at the project's outset, identifying project-specific environmental management requirements in an Environmental Aspects and Impacts Register.

The IMS aligns with ISO 14001, ensuring compliance with environmental legislation and regulations through regular third-party audits across projects and the company.

EMPLOYEE WELLBEING

Decode recognises that our workers health and wellbeing extends beyond just their physical safety on-site. We are partnered with MEND Services who provide all of our team members access to a confidential and free Employee Assistance Program (EAP). We take the mental well-being of our team just as seriously as their physical health and are proud to have built an inclusive workplace culture where every team member feels welcome.



DESIGN & BUILDING PRACTITIONERS ACT

At Decode, we tailored all our tools and processes to ensure compliance with the DBP Act requirements. This practice serves both design documentation and construction. We provide our clients with all the assurances and commitment to always comply with the latest legislative changes from the tender phase to construction and occupation.

Decode ensures compliance with the DBP Act requirements by applying various strategies and tools:

- Monthly design reports on every project that contain a major entity of the content referring the compliance with the DBP Act. (Documentation)
- Decode authorized a designated Design Manager reporting to the Head of Design to audit and manage the Planning Portal across all projects with the sole authorization to upload documentations.
- Auditing all projects following a similar approach of what the DBP Act calls for. DBP Internal Audits are applied on each live project every 3 months and when required. This way we provide our clients with more assurance about the level of compliance achieved on every project.
- Auditing construction quality intensively, where every project is inspected fortnightly. This is as another assurance to keep all stakeholders confident regarding the construction quality.
- A very detailed design change register tailored to serve various matters and to manage uploading design variations and declarations during or before construction. This is another critical task that we monitor and apply on every project.
- Digital site inspections for all site tasks. This will provide a better insight and more accuracy to our clients. All our inspections are managed via Aconex.
- Accuracy of design documentation managed by our Design Managers on the projects and audited by the design team at the head office is something that can't be compromised. A very detailed process to check every design aspect is in place to comply with the DBP Act requirements and serve the construction quality.

The Act is currently applied for Class 2, 3 and 9c buildings. We tailored the same tools to manage other classes of buildings with the same method. Once the DBP Act covers the other classes of buildings, Decode is ahead.

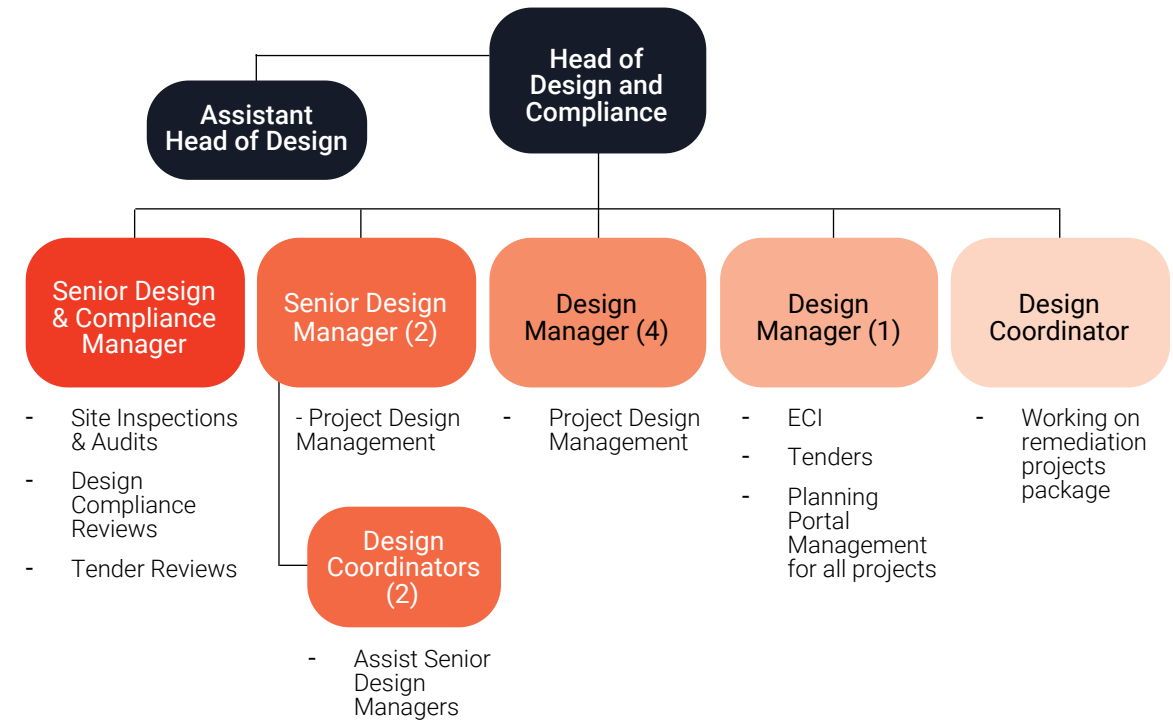
RESIDENTIAL APARTMENT BUILDINGS (RAB) ACT 2020

The act gives the NSW Building Commissioner the power to enter construction sites, demand the project's documents, inspect, and order to open up construction to check that construction is compliant. It also gives them the ability to stop work and prevent the Occupancy Certificate (OC) being issued.

At Decode, our site teams are equipped with the necessary tools to perform the site checks that the inspectors perform. We updated and upgraded our site, facilities, documentation management and filing systems. We are continuously training our teams on similar audits.

We have a consistent approach to completing monthly training sessions to all the teams in the business, to keep them up to date with all the requirements of the Act. Decode's Design & Compliance Department performs scheduled audits on all the projects from initial start until close out and handing over.

OUR DESIGN TEAM ORGANISATIONAL CHART



NOTE FROM RAMZI HOTEIT, DECODE'S HEAD OF DESIGN AND COMPLIANCE

"The Importance of Design & Compliance in Construction"

Construction, at its core, is about creating structures that define how we live, work and interact with our environment. Yet, behind every successful structure lies a critical balance between two essential components: Design and Compliance. At Decode, we use our technical construction expertise in a way to ensure that what we build serves its purpose for generations.

Innovation is essential and creativity is what makes us unique. We innovate, but we are always mindful that every idea we put does not come at the expense of safety, standards, and codes and must be providing the end user with the best fit for purpose experience. The relation between design and compliance is symbiotic; each strengthens the other. As an architect who finds his passion in construction, I can see design and compliance as complementary aspects of any successful project. One pushes boundaries and fosters innovation, the other ensures that we design and build responsibly, respecting the standards.

Let us all strive to create designs that inspire, while adhering to the standards. When we align creatively with a accountability and ethics, we lay the foundation not just for buildings but for a better future for all of us and the coming generations.



RAMZI HOTEIT
HEAD OF DESIGN & COMPLIANCE

YOUR GREEN STAR ACCREDITED PARTNER

Being Green Star rated means your building is 'future proofed' and invested in being an attractive and competitive asset in the long term as Australia moves towards a green future.

HOW WILL GREENSTAR HELP YOU?

12-30%

'green premium' increased value

5%

premium in rent

66%

less electricity than average Australian buildings

55%

fewer greenhouse gas emissions than average Australian buildings

GREEN STAR ACCREDITED PROFESSIONAL

Our qualified and accredited team can create tailored solutions for your project that will maximise its Green Star rating and deliver you increased asset value and reductions in longterm maintenance costs.



RAMZI HOTEIT

Head of Design & Compliance



CATHY RAMLEY

Design Manager



WHAT MAKES ANTARA LIVING A 6 STAR GREEN STAR PROJECT?

- Solar power system
- Recycled water system
- 90% formwork pipes, flooring & cables to be free of PVC
- 95% Timber sourced from recycling or forest certification scheme
- Reduced construction & demolitions waste production
- Natural light inclusions that promote energy savings and community
- Improved neighbourhood ecological values
- Aligns with GBCA Australian 10 & 20 year sustainability targets
- Electric vehicle charging provisions



Our Antara Living project in Sydney Olympic Park is aiming to achieve the highest possible 6 star Green Star rating. This monumental achievement is possible, thanks to our team of Green Star Accredited Professionals who have the expertise to design and implement world leading sustainability measures and liaise with GBCA to earn a star rating. Working with Decode means being at the forefront of innovation in sustainability and long term cost reduction.



Antara, Sydney Olympic Park

CUSTOMER CARE.

OUR CARE SERVICES DURING THE PROJECT LIFECYCLE

We believe the key to customer care is maintaining a prompt, informative and transparent dialogue with our clients throughout the finalisation, handover and post completion phases of construction.

Our team pillars of communication, collaboration and planning ensure exceptional customer service, which in turn ignites client confidence, leading to lasting relationships.

SATISFIED HOME OWNERS

“

The time you took to explain and resolve issues in a friendly, professional manner has left me pleased knowing my matters will be thoroughly inspected and resolved.

- THE LOFTS III, HOMEBUSH

”

“

I really appreciate your team's consideration in accommodating my availability. Your technician was on time and did a great job. I am very happy with the quality of work and customer service provided.

- PINNACLE, MIRANDA

”



Our Customer Care team communicate with our clients and subcontractors throughout the contract phase to ensure customer satisfaction.



Our Design Team coordinates with our Customer Care team to build a strategy to address the unique design needs of each project. This includes programme, access and impact.



Our Customer Care Team utilise our analytical expertise to consolidate a database of actionable items based on a full audit of historical, current and potential issues.



Our Customer Care team work closely with our delivery partners to ensure a smooth transition during the handover phase. We ensure that all repairs are recorded on our communication platform, photographed, reviewed and accepted by our team prior to seeking client's feedback. See the following page for more information on this process.



CONTRACT



DESIGN



CONSTRUCTION



POST-CONSTRUCTION



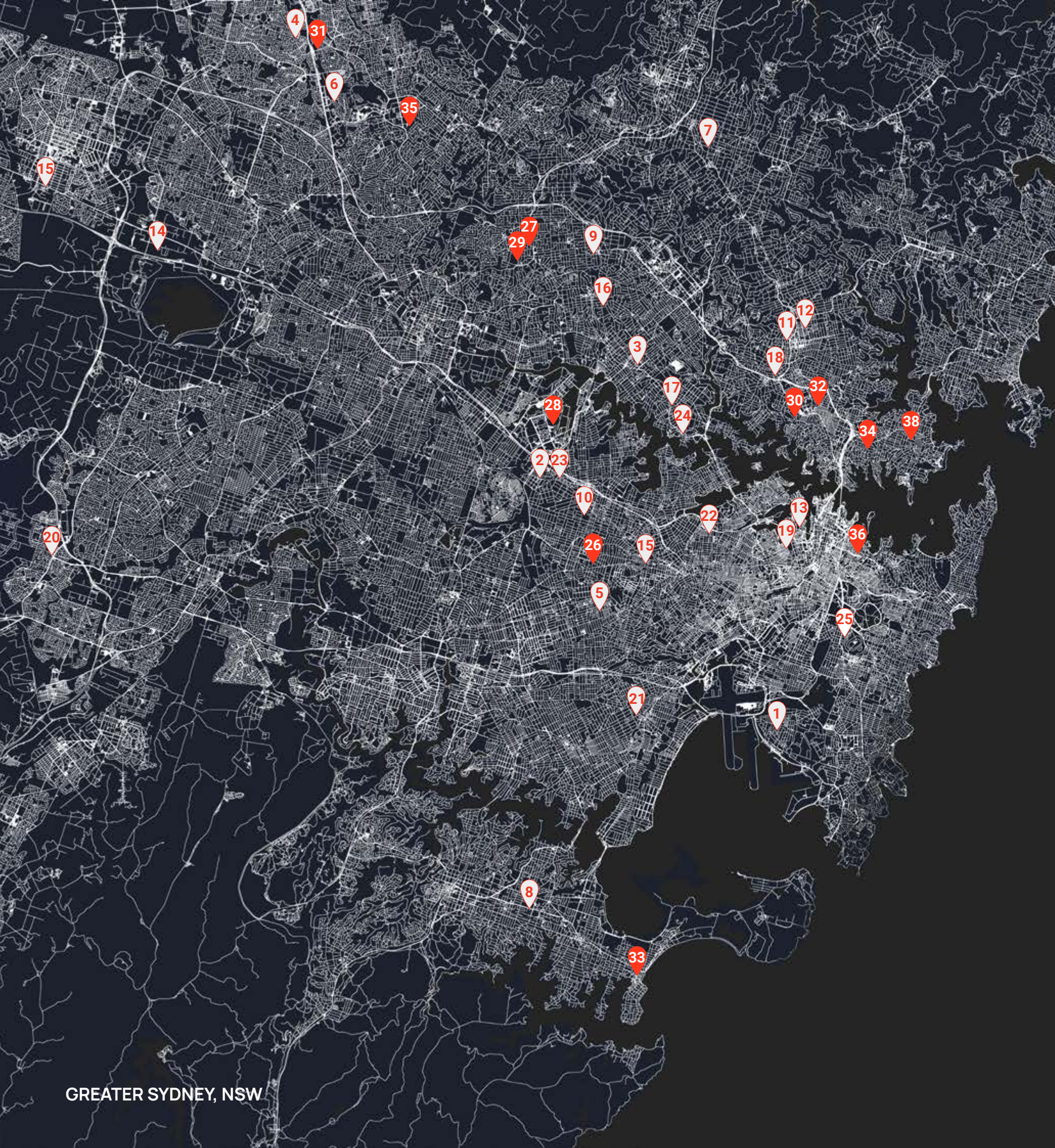
Millard Place, The Terraces, Glebe



Millard Place, The Terraces, Glebe

“
Decode and their team have demonstrated their capabilities, technical expertise, management skills and an always collaborative approach in the delivery of this project.

- DMW MANAGEMENT SERVICES ”



GREATER SYDNEY, NSW



NEWCASTLE, NSW

OUR EXPERIENCE.

With over \$3.1B projects delivered in the Greater Sydney area and expansion to the Newcastle region, Decode brings a reputation for reliability, quality and proven delivery.

COMPLETED PROJECTS

1. Quay East, Botany
2. Lofts 1, 2 & 3, Homebush
3. Blaxland Rd, Top Ryde
4. Pacific Hwy, Mt Colah
5. Canterbury Rd, Canterbury
6. Peony Place 1, 2, 3 & 4, Kellyville
7. Parq, Turramurra
8. Pinnacle, Miranda
9. Cliff Rd, Epping
10. Grand, Burwood
11. Meridien, Chatswood
12. Confluence Water, Chatswood
13. Grande Pyrmont Estate
14. Huntingwood Estate
15. Link Wentworth, St Marys
16. RLS Lifecare, Denistone East
17. Victoria Rd, Gladesville
18. Taylors Lane, Lane Cove
19. Millard Place, Glebe
20. Al Faisal College, Austral Stages 1 & 2
21. Citiscape by Mint Residential, Rockdale
22. Ara, Epicure Collection, Leichhardt
23. Homebush Hotel
24. The Glaze, Gladesville
25. Kensington Student Accommodation

CURRENT PROJECTS

26. The Henley Residences, Enfield
27. Carlingford Residential Development
28. Antara, Sydney Olympic Park
29. 88 Livie, Carlingford
30. Bellevue, Greenwich
31. Link Wentworth, Rouse Hill
32. Northcote Collective, Naremburn
33. Vue, Cronulla
34. The Villas, Neutral Bay
35. Carrington Place, Castle Hill
36. Queensgate, Potts Point
37. Dairy Farmers Towers, Newcastle
38. Cowles Road, Mosman - ECI
39. Sovereign Park, The Hill - ECI

CARRINGTON PLACE, CASTLE HILL.

'The Showground' is a masterplanned community which will soon transform the land opposite the Hills Showground Metro Train Station at Castle Hill into a hub of more than 800 units, shops and over 1000 car spaces. Spanning over 32,000 sq m, the project will be developed in 5 stages over 8 years and deliver significant recreational and lifestyle benefits to the local community. There will be a mix of one, two and three bedroom units focused on catering for families and first home buyers. The 22nd century development would feature rooftop gardens fitted out with Wi-Fi and barbeques, and shared picnic, barbeque, children's play area and outdoor gyms.

LOCATION: Castle Hill

COMPLETION: Ongoing

CONTRACT: Design & Construct

CLIENT: Ellipse Property

ARCHITECT: Tony Owen Architects

PROJECT VALUE: \$660M



BURWOOD GRAND.



Burwood Grand was a development feat for Decode. It's an incredible landmark marrying high quality living spaces and interconnected landscaped gardens and commercial, retail and public domain areas.

The 11-storey, 19-storey and 24-storey towers house an incredible 498 one, two and three bedroom apartments, 16 retail spaces, council chambers and four levels of basement parking, all to a premium finish.

This project demonstrated the capability, drive and collaborative skills of the Decode team. Specialist input was provided when modifications to the existing design were requested, including the service design and requirement of three additional floors to one of the towers.

One of the unique features of the Burwood Grand site was the heritage listed Masonic Temple located on the site.

To protect this structure, the team needed to take care in the excavation for the new development to avoid damage to the heritage structure. The façade for the temple was retained, with heritage tiling thoughtfully and deliberately spread through the common landscaped areas of the development.

WINNER: 2023 Urban Taskforce - Mixed Use Development

FINALIST: 2023 Property Council of Australia - Award for Best Mixed Use Development

LOCATION: Burwood

COMPLETED: February 2020

CONTRACT: Design & Construct

CLIENT: Anson Group

ARCHITECT: Kann Finch

PROJECT VALUE: \$172.5M

SOVEREIGN PARK, THE HILLS.



Decode has secured the ECI contract for the residential project, Sovereign Park at The Hill, NSW.

This \$100M project consists of 172 dwellings being 11 two storey townhouses and three residential flat buildings (Building A, B and C) containing 161 dwellings with 1-3 bedrooms.

The Preconstruction and Design team will work closely with our client, Stronach Property to deliver the Design, CC1 leading into early works.

LOCATION: The Hills, Newcastle

COMPLETION: Ongoing

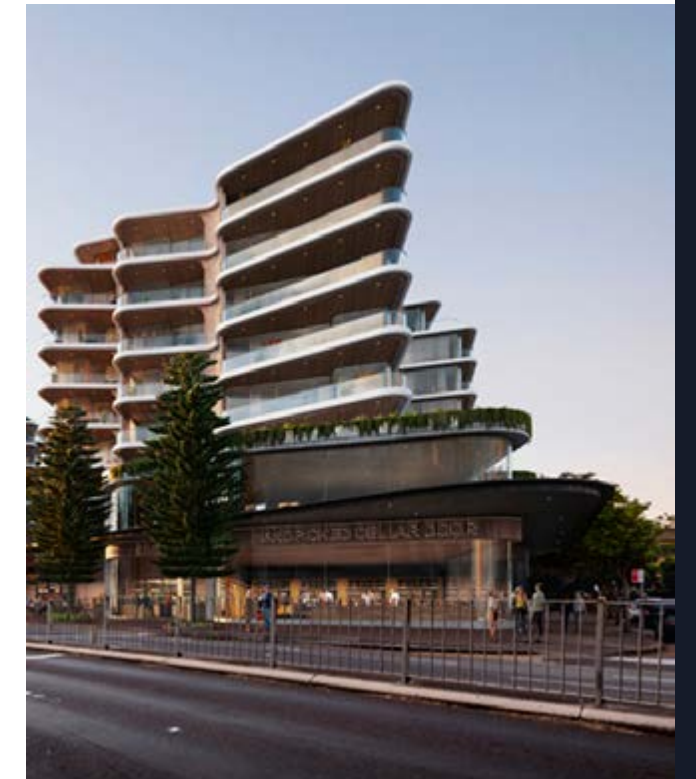
CONTRACT: Early Contractor Involvement

CLIENT: Stronach Property

ARCHITECT: Marchese Partners

PROJECT VALUE: \$100M+

VUE, CRONULLA.



"VUE" at 3-23 Kingsway, Cronulla, NSW, is a mixed-use development comprising of a four and two level underground Basement Car park (360 carpark spaces), Ground level retail space (337m²), Ground level Harris Farm tenancy (2,641m²), Level 1 Commercial space (940m²), level 2 podium with swimming pool, spa, paving and landscaping, plus two eight level towers of 112 luxury residential apartments comprising of one, two and three bedrooms and level 8 penthouse apartments.

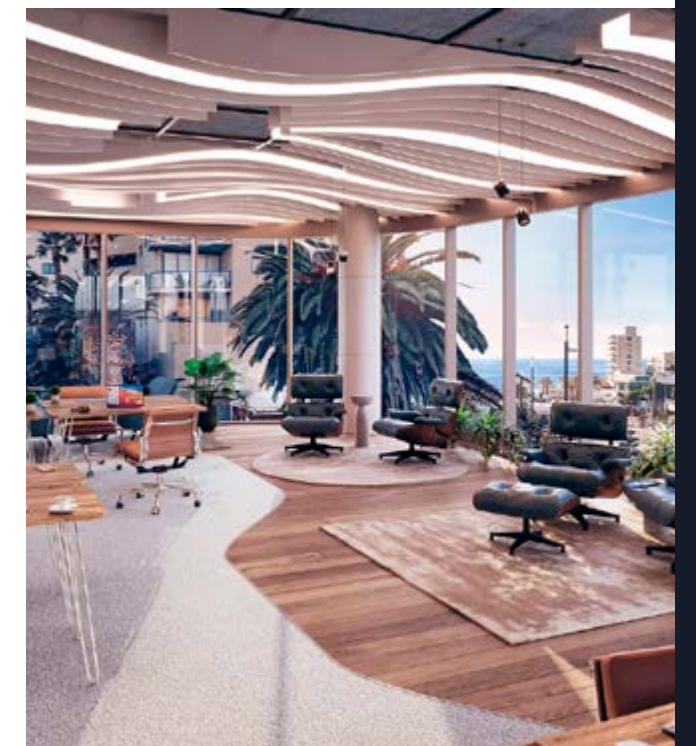
LOCATION: Cronulla

COMPLETION: Ongoing

CONTRACT: Early Works Agreement and Design & Construct

ARCHITECT: PBD Architects

PROJECT VALUE: \$100M



DAIRY FARMERS TOWERS, NEWCASTLE.



Situated in the heart of Newcastle's West End, Dairy Farmers Towers when completed will reshape the Newcastle with two stunningly designed towers offering 180 luxury apartments across 44 total storeys.

With a deluxe range of on-site amenities, Dairy Farmers Towers will include communal green spaces, a state-of-the-art gym, an elevated North facing outdoor swimming pool and sundeck and a wine bar & cellar.

An ode to Newcastle's history, the project will also preserve and re-imagine the heritage-listed, iconic glass milk bottle and clock towers as part of a pedestrianised, broader public art installation. Decode is proud to partner with Third.i to deliver excellence in construction in Newcastle.

LOCATION: Newcastle West

COMPLETION: Ongoing

CONTRACT: Design & Construct

CLIENT: Third-i Group

ARCHITECT: CKDS Architecture

PROJECT VALUE: \$100M+



NORTHCOTE COLLECTIVE, NAREMBURN.

This mixed-used project for our client, Abadeen group will feature retail and hospitality on the ground level and communal spaces with recreational facilities on the rooftop such as a pool, BBQ areas, and alfresco dining overlooking parklands and the city skyline. The Rothelowman-designed Northcote Collective comprises 58 apartments across a seven-storey and four-storey residential building.

LOCATION: Naremburn

COMPLETION: Ongoing

CONTRACT: Design & Construct

CLIENT: Abadeen Group

ARCHITECT: Rothelowman

PROJECT VALUE: \$35M



CITYSCAPE BY MINT, ROCKDALE.

Citiscap by Mint, Rockdale

The Citiscap by Mint Residential project is a build-to-rent development that consists of 48 (including managers studio) high quality studios, retail, office, common room and roof top terrace and is designed to provide a high standard and high quality, with a high amenity living and working environment of distinguished architecture.

This project is intended to set a new benchmark on living accommodation in Rockdale. The development capitalises on the close proximity of Rockdale station and Rockdale bus interchange at its doorsteps resulting in no basement parking.

LOCATION: Rockdale

COMPLETION: July 2023

CONTRACT: Design & Construct

CLIENT: AG Property Group

ARCHITECT: Design Studio Group

PROJECT VALUE: \$8.5M



PEONY PLACE STAGES 1,2,3 & 4.

Peony Apartments is a Design and Construct project located at 17 Balmoral Road in Kellyville. The development comprises 4 stages of the larger "Peony Place" master planned community. All apartments are of superior quality with spacious interiors and exquisite finishes throughout. The development is surrounded by beautiful lush landscapes.

LOCATION: Kellyville

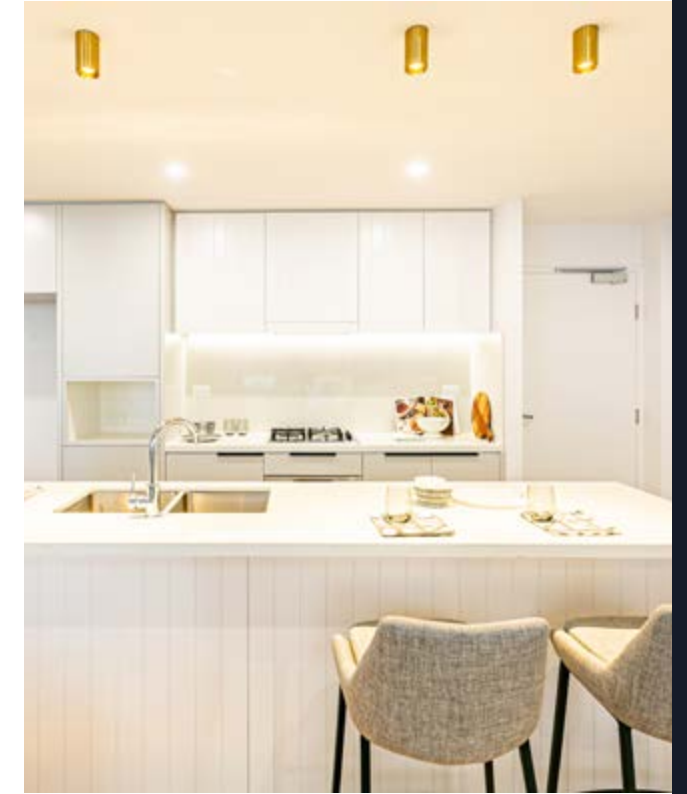
COMPLETED: March 2023

CONTRACT: Design & Construct

CLIENT: Boill Group

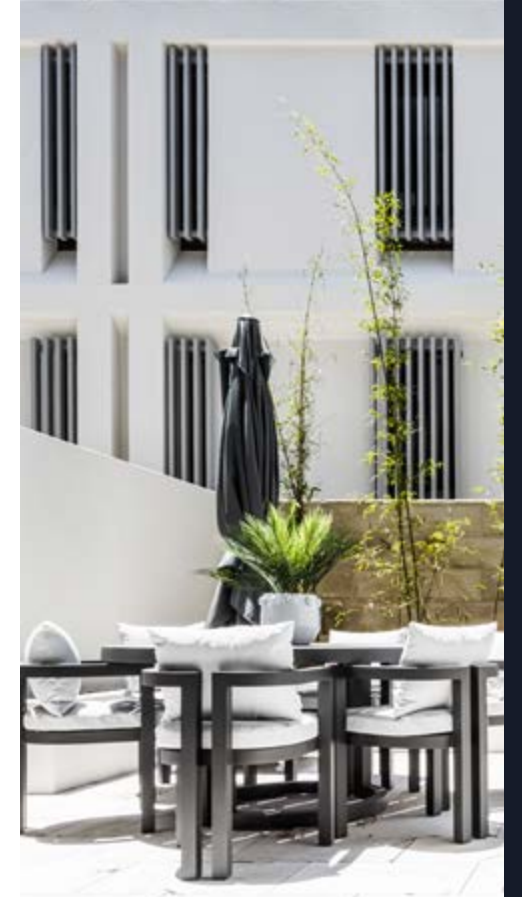
ARCHITECT: Zhinar Architects

PROJECT VALUE: \$96M



Peony Place, Stages 1-4

GRANDE, PYRMONT BAY ESTATE.



This development comprises 11 unique and luxurious high-end terraces. Located behind the heritage-listed Terminus Hotel on Harris Street, the result of a partnership between Decode and TWT Property Group will reflect the amalgamation of art, inspiration, and architecture to create luxury living amongst some of Sydney's oldest heritage buildings. Renowned international contemporary artist Maria Fernanda Cardoso has been commissioned to create bespoke art for this development utilising rare "yellow gold" sandstone that was harvested from the site. A number of the harvested sandstone blocks have also been incorporated as an exposed feature in the design of the terraces.

FINALIST - 2023 PCA, Innovation & Excellence Award for Best Residential Development

WINNER - 2021 Urban Taskforce Australia: Low rise Residential Development

FINALIST - 2021 MBA NSW Excellence in Housing awards: Townhouses or Villas: \$2m or over

LOCATION: Pyrmont

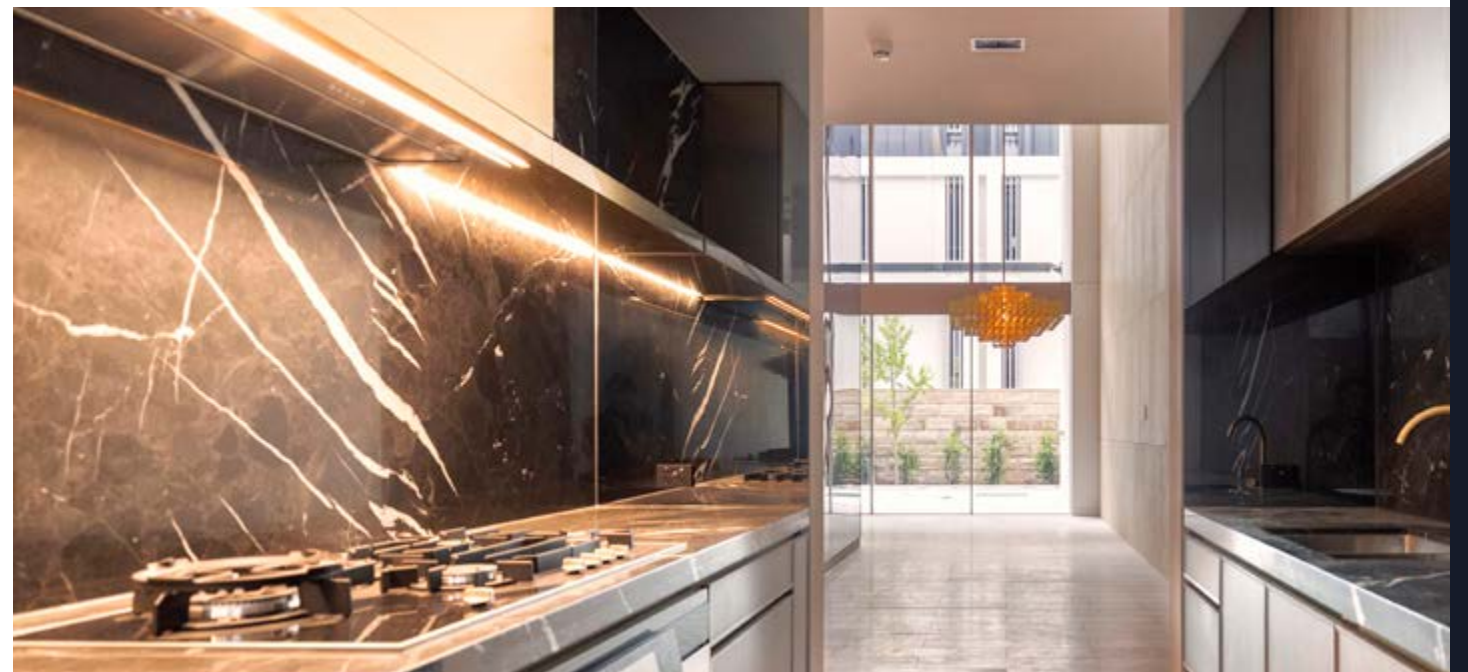
COMPLETED: December 2020

CONTRACT: Design & Construct

CLIENT: TWT Property Group

ARCHITECT: Team2 Architects

VALUE: \$50M



ANTARA LIVING, SYDNEY OLYMPIC PARK.



Antara Living when completed will be the new crown jewel in the Sydney Olympic Park residential precinct. Aiming for the maximum 6-star Green Star rating under the Green Building Council of Australia (GBCA) rating system, its 125 apartments will seamlessly blend style, liveability and sustainability. From the interior spaces purpose designed to foster community connection to the meticulously selected sustainable materials being used, Antara Living makes no compromise on its mission to deliver the defining sustainable modern living experience. Decode is proud to partner with Austino to build this ground-breaking 6 star Green Star project.

LOCATION: Sydney Olympic Park

COMPLETION: Ongoing

CONTRACT: Design & Construct

ARCHITECT: PTW Architects

PROJECT VALUE: \$48.6M



THE HENLEY, ENFIELD.

A new build of luxurious terrace residences nestled on the edge of sprawling parkland, 'The Henley' is a masterpiece of modern living.

Decode was assigned as the D&C Contractor to deliver 70, 2-3 storey townhouses above a basement of 1.5 carparking levels, landscape and public domain works. The residences offer amenities such as large communal garden spaces, BBQ areas, wellness zones and an outdoor dog washing station.

LOCATION: Enfield

COMPLETION: Ongoing

CONTRACT: Design & Construct

ARCHITECT: DKO Architects

PROJECT VALUE: \$48M





ARA, THE EPICURE COLLECTION, LEICHHARDT.

This project located at 141 Allen St, Leichhardt features 139 luxury apartments of studio, 1, 2 and 3 bedrooms across six buildings all with ground floor and rooftop communal spaces, Epicure brings to life the classic idea of festive living. The project will also include Penthouse rooftop terraces, adaptable units for disability access and basement carpark with 122 spaces.

LOCATION: Leichhardt, NSW

COMPLETED: May 2023

CLIENT: Changfa Investments Pty Ltd

PROJECT VALUE: \$44M



THE BELLEVUE, GREENWICH.

The Bellevue will include 36 luxury residential apartments with Commercial Space on the ground level, communal areas on the second floor including 2 outdoor terraces, a yoga room, tables, seating & a GP/Health room and basement carpark and storage.

The project will feature a unique mix of adaptive re-use of an existing building and new building element in its design and construction.

LOCATION: Greenwich

COMPLETION: Ongoing

CLIENT: Platino Properties

CONTRACT: Design & Construct

PROJECT VALUE: \$30M



88 LIVIE, CARLINGFORD.

When complete, 88 Livie will set the benchmark for contemporary sophistication in Carlingford. Comprised of 88 apartments with floorplans tailored to a variety of lifestyle, 88 Livie features a mixture of studio, 1, 2 and 3 bedroom units with dual parking for most 2/3 bedroom apartments. No compromises were made to deliver this vision with a water feature in the main foyer, split system air conditioning and flawless interior finishes. The contrasting palette of materials such as off-form concrete and standing-seam metal cladding to deliver a striking façade.

LOCATION: Carlingford

COMPLETED: Ongoing

CONTRACT: Design & Construct

CLIENT: PEIHE Realty Development Pty Ltd

PROJECT VALUE: \$29.4M



LUXTON, CARLINGFORD.

Standing 11 storeys tall with 72 luxury residential units and 2 levels of basement parking, Carlingford Luxton when complete will represent the best of contemporary residential living. With premium finish, luxury features and a striking brick façade Luxton will showcase the excellence in construction we strive for in every project.

LOCATION: Carlingford
COMPLETED: Ongoing
CONTRACT: Design & Construct
CLIENT: Changfa Investments Pty Ltd
PROJECT VALUE: \$26M



THE VILLAS, NEUTRAL BAY.

Decode was appointed the builder for Abadeen Group's residential project at Sydney's lower North Shore. 'The Villas', located on Premier near Forsyth Park, is a five-level residential development comprising of 18 spacious two and three bedroom apartments in the heart of Neutral Bay.

Designed by PBD Architects, in collaboration with interior designer Tom Mark Henry, The Villas caters to the downsizer demographic with high end finishes.

LOCATION: Neutral Bay

COMPLETED: Ongoing

CONTRACT: Design & Construct

PROJECT VALUE: \$26M

ARCHITECT: PBD Architects



MILLARD PLACE, THE TERRACES, GLEBE.



This 2,034sq metre site in one of Sydney's most desirable locations will feature 15 luxury residential terraces spread across 3 levels, and include a beautifully landscaped central atrium filled with natural light, residential lift, feature stairs and parking in the rear of the complex.

The development is situated in the prime location of Glebe, enjoying close proximity to the CBD, walking distance to Sydney's leading universities and well positioned to take advantage of the upcoming rejuvenation of White Bay and the Fish Market precinct, expected to become a hub of enterprise, activity and beautifully crafted spaces.

WINNER: 2022 Urban Taskforce Australia: Low-rise Residential Development Metro

LOCATION: Glebe

COMPLETED: June 2021

PROJECT VALUE: \$18M

ARCHITECT: WMK Architecture



LINK WENTWORTH, ROUSE HILL.

As part of the NSW Government's Community Housing Innovation Fund (CHIF), this project provides the opportunity to establish new and much needed affordable accommodation in Sydney's North West through the design, construction and delivery of a 33-unit affordable housing development.

The work under the contract (WUC) comprise of 33 units with six studio units, 22x one bedroom/ bathroom self-contained units; and 5 x two bedroom/ bathroom self-contained units. The external works includes and is not limited to Civil engineering works, landscaping and key infrastructure asset works.

LOCATION: Rouse Hill

PROGRESS: In Construction

CLIENT: Link Wentworth

PROJECT VALUE: \$17M



LINK WENTWORTH, ST MARY'S.



This project is located at 42 Chapel Street, St Marys, and features 16 self-contained boarding house units with a common area. Decode collaborated with Stanton Dahl Architects to design and construct spaces that are safe and well-designed for older, single women who are most at risk of homelessness.

Decode ensured that each unit was constructed with robust materials: kitchens joinery with integrated designs, bathrooms adapted to be accessible if required, and rooftop solar installation to provide energy efficiencies. This complex aims to alleviate the undersupply of social and affordable housing in Western Sydney. Decode Group is proud to collaborate with Link Wentworth on this project and help create spaces that make a difference to the community in which we live.

LOCATION: St Mary's

COMPLETED: September 2020

CLIENT: Link Wentworth

ARCHITECT: Stanton Dahl

PROJECT VALUE: \$5M

ROYAL LIFE SAVING AQUATIC CENTRE, GLADESVILLE.



Decode Group partnered with Royal Life Saving NSW, who is leading the way in water safety, swimming and lifesaving education across Australia. This new aquatic centre includes a state of the art pool water filtration systems with ancillary facilities to be used as a communal “Learn to Swim” Centre. The project includes a new foyer, reception area, administration, staff amenities, first aid room, change rooms and training facility.

This highly intricate process of installation of the key materials for the roof involved supplying and installing 35 tonnes of Structural Steel including beams, columns along with a complete Ancon Tension System Assembly, imported from the United Kingdom. Each of the timber glulam beams weigh 1.5T and form as part of the feature to the pool hall ceiling and acts as the main support for the roofing panels. They were lifted into position with the use of a 55T mobile crane and fixed through the pre-cut slots into the structural steel columns. These beams drop down into connected timber glulam columns affixed to concrete finished footings that are tied into the main ground floor slab and pool shell. The pool will cater for the students at Denistone East Public School during school hours and then be open to the public as a swimming teaching facility out of hours and during weekends. An excellent example of a public/private partnership.

WINNER: 2021 - Master Builders Association - Excellence in Pool Awards

CLIENT: Royal Life Saving Australia & NSW Department of Education

LOCATION: Denistone East

ARCHITECT: Gibbon Hamor

COMPLETED: January 2021

PROJECT VALUE: \$6M

RSL LIFECARE, NARRABEEN.



Decode has been awarded the RSL Lifecare Retirement Village project at Narrabeen for Lauban Stage 3. The project involves the excavation and construction of 14 new ILUs that predominately consist of 3 bedrooms and study and garages, replacement of First Avenue and the existing Driveway to the North, and all other works such as retaining and landscaping, stormwater, on-site detention, site services, etc.

LOCATION: Narrabeen

PROGRESS: In construction

CLIENT: Pure Project Management

ARCHITECT: Thomson Adsett

PROJECT VALUE: \$10.9M



KENSINGTON STUDENT ACCOMMODATION.



Decode was engaged by Accord Property to design and construct the \$30M purpose-built student accommodation located at 4-18 Doncaster Avenue, Kensington. The four level development has 259 beds, with room configurations including single studio rooms, twin shares and cluster accommodation with shared living areas.

The development fosters an enriching student based community through various communal areas and shared facilities including collaborative study areas and meeting spaces, recreational lounge rooms, games areas, a gym, outdoor terrace and barbecue space.

Other features include a reception area, basement parking and communal kitchens and laundry.

This purpose-built facility provides a modern, quality and vibrant community based accommodation for UNSW students.

LOCATION: Kensington

COMPLETED: August 2024

CLIENT: Accord Property

ARCHITECT: Hayball

PROJECT VALUE: \$30M



QUEENSGATE, POTTS POINT.



Comprised of 48 apartments and 60 hotel rooms across a row of five multi-storey buildings and 10,000 sqm of floor area. The refurbishment and renovation of the five historically significant buildings ranging from the 1890's to the 1920's will breathe new life into the iconic streetscape of Potts Point.

Fully completed, Queensgate will include two pubs, a medical centre, gaming room, end-of-trip facilities and a mix of 1, 2 and 3 bedroom apartments and 4 basement levels.

Decode looks forward to partnering again with IRIS Capital to bring a cultural renaissance to the famous Darlinghurst street through Queensgate.

LOCATION: Potts Point

COMPLETION: Ongoing

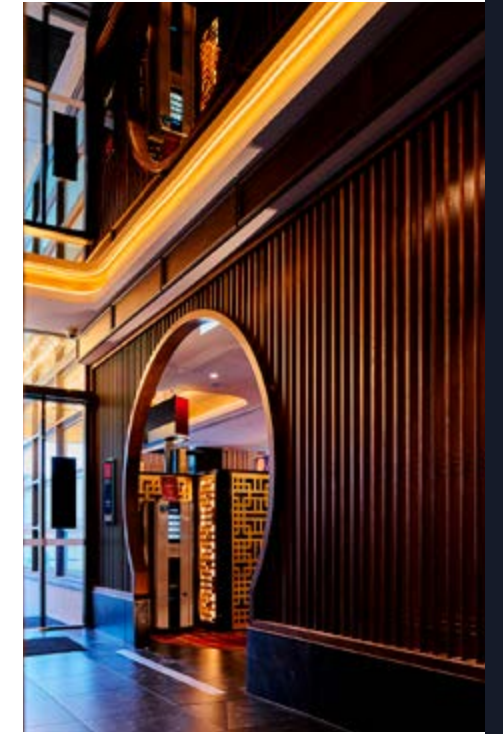
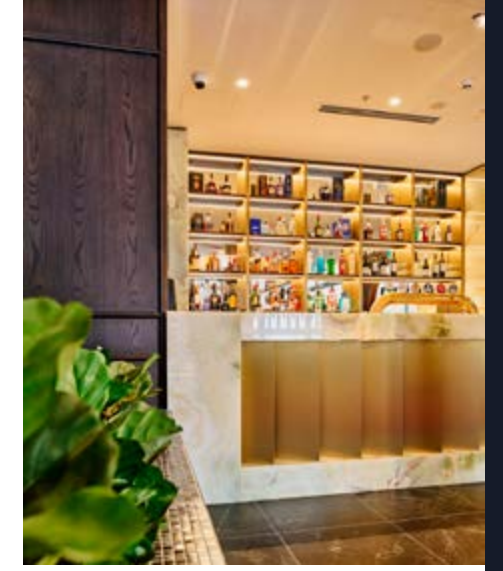
CLIENT: IRIS Capital

ARCHITECT: Tonkin Zulaikha Greer & Panov-Scott

PROJECT VALUE: \$100M +



IRIS HOTEL, HOMEBUSH.



A multi-use development featuring 63 residential units, 3 basement levels and a ground floor pub/hotel. Located in the center of the bustling inner west suburb, Homebush Hotel is poised to become a key local touchpoint to relax with friends and family whether its family dining at the Bistro or watching a game with friends over a beer. We look forward to seeing the community embrace the pub as a place to experience great and better company alongside local entertainment. The residential units are premium apartments situated at the heart of Homebush with convenient commute via train station less than 6 minutes' walk away.

LOCATION: Homebush

COMPLETED: April 2023

CONTRACT: Design & Construct

CLIENT: IRIS Capital

VALUE: \$24.3M



3 DISTILLERS PLACE, HUNTINGWOOD.



Decode Group successfully completed the industrial warehouse refurbishment for our client, Mapletree.

Located in the well-established Western Sydney industrial precinct of Huntingwood, this project included building a quality warehouse office space, installing overhead cranes with up to 15T lifting capacity and upgrade of various amenities to create a more functional and efficient workspace for the client and their tenant TRS Services.

LOCATION: Huntingwood

COMPLETED: June 2020

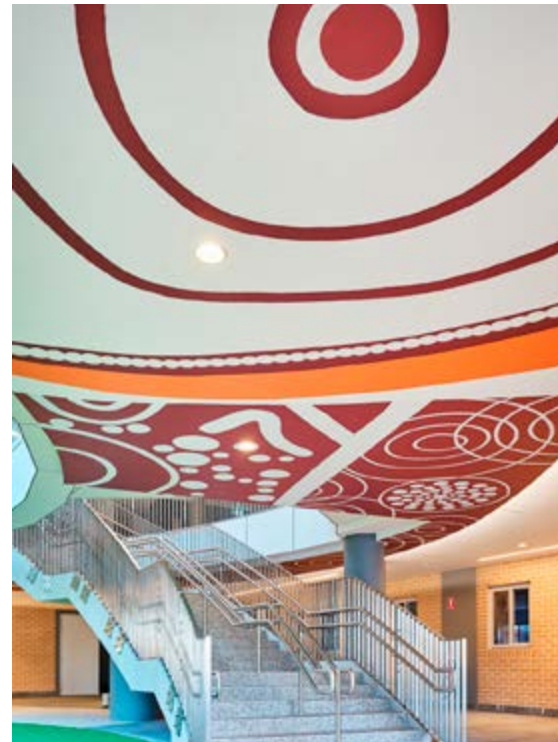
CLIENT: Mapletree

ARCHITECT: Nordon Jago

PROJECT VALUE: \$3.8M



AL FAISAL COLLEGE, AUSTRAL - STAGE 1 & 2.



Al Faisal College is an independent co-educational school established in 1998 to provide high quality education that fosters the students' spiritual, moral, social, and intellectual development and leadership.

Al Faisal College's new \$275M masterplan development for the Austral campus will create opportunities for more than 5,000 students over the next 20 years.

The proposed program for this project has two distinct program completion dates to ensure the occupied education precinct continues operations unhindered. We have a target handover completion date for Stage 1 in July 2022, and Stage 2 in November 2022.

Decode Group was engaged to deliver stages 1 and 2 concurrently of the multi-stage masterplan development for Al Faisal College Austral Campus.

The projects comprise the following scope:

STAGE 1 - MULTI PURPOSE HALL:

- 2 Basketball Courts with performance space,
- Gymnasium,
- Carpark / Basement: 1 Basement Carpark consisting of 158 parking spaces,
- Open Areas,
- Concrete Hall and Forecourt,

STAGE 2 - ADMINISTRATION AND LEARNING HUB

- Public Spaces and Community Amenities,
- Demolition and restructure of existing building areas,
- Building new classrooms,
- Group seminar rooms,
- Home-base rooms,
- Multi-Purpose Library,
- New Main Entry.

LOCATION: Austral

COMPLETED: January 2023

PROJECT VALUE: \$13M

ARCHITECT: PMDL



COMPANY ORGANISATIONAL CHART.

Decode is structured to support our clients across the entire construction process, from initial design through to post-completion. Within each division, we empower our leaders to collaborate and deliver excellence at every stage.

Leading by example, they in turn empower our teams to be a dynamic force that builds communities, shapes skylines and ensures client satisfaction.

EXECUTIVE TEAM



SAM EL RIHANI
FOUNDER & CHAIRMAN



DIVYA MEHTA
CHIEF EXECUTIVE OFFICER



JEREMY MCLENNAN
CHIEF FINANCIAL OFFICER



ALI MOBARAK
ASSOCIATE DIRECTOR

PRE CONSTRUCTION TEAM



JASON TERMYTEN
PRE-CONSTRUCTION MANAGER



NILESH KUMAR
ESTIMATING MANAGER



BILL KOSTER
MANAGER - NEW BUSINESS & STRATEGY



NEIL NGUYEN
MANAGER - NEW BUSINESS & STRATEGY

CONSTRUCTION



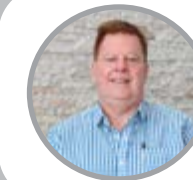
JACK PESCHARDT
CONSTRUCTION MANAGER



NEIL DENTON
CONSTRUCTION MANAGER



DIAA ALAMEDDINE
CONSTRUCTION MANAGER



JOHN SULLIVAN
CONSTRUCTION MANAGER

COMPANY SUPPORT



RAMZI HOTEIT
HEAD OF DESIGN & COMPLIANCE



SHAFI ALAM
PROCUREMENT MANAGER



HATEM SABA
HSEQ MANAGER



GIULIA LOCOSELLI
HR MANAGER



DIVERSITY & INCLUSION.

DIVERSITY

At Decode Group, we pride in having over 30 nationalities and over 26% of women within our workplace. We believe cultural diversity has always been one of our greatest strengths. We consider workplace diversity to drive organisational metrics like financial performance, creativity, innovation, decision-making, employee satisfaction and engagement, collaboration and safety.

FLEXIBLE WORK CULTURE

It is known that creating a flexible working culture that has leadership support and robust internal infrastructure is key to retaining talent, increasing employee tenure, and positioning your organisation as an employer-of-choice.

At Decode, a flexible working culture is one that caters to consider various perspectives and requirements of team members that are diverse in nature. By valuing diversity, people are more likely to speak-up, contribute, and participate. This diversity of thought helps to bring an array of perspectives to the table, enhancing innovation, creativity and problem-solving.

INCLUSION

Decode is a Diversity & Inclusion (D&I) Committee Member at the Property Council of Australia. Along with its peers in the industry, we do our bit in driving a healthy mindset across initiatives such as Cultural, Ability, Gender, Age, LGBTQIA+, Reconciliation and Sexual Harassment.

Inclusive leadership is the backbone in delivering a successful D&I Culture at Decode. We characterise “inclusive leadership” by treating everyone fairly, regardless of their differences, accepting and embracing people who are different from you, being aware of your own biases and inclinations, making a conscious effort to consider and leverage the unique thinking of diverse individuals, leading to more robust decision-making.

It is these leadership behaviours that ultimately create a psychologically safe workplace. By embodying the traits of inclusive leadership individuals can operate even more effectively within diverse markets, form better relationships with diverse customers, enhance decision-making, and generate more varied and unique ideas.



ECOLOGICAL SUSTAINABLE DEVELOPMENT.

OUR APPROACH TOWARDS SUSTAINABILITY

Decode fully embraces sustainable design and seeks to reduce negative impacts on the environment and the health and comfort of building occupants, thereby improving building performance. The basic objectives of sustainability are to reduce consumption of non-renewable resources, minimise waste and create healthy, productive environments.

Sustainable design principles include the ability to:

- Optimise site potential
- Minimise non-renewable energy consumption
- Use environmentally preferable products
- Protect and conserve water
- Enhance indoor environmental quality
- Optimise operational and maintenance practices

Utilising a sustainable design philosophy encourages decisions at each phase of the design process that will reduce negative impacts on the environment and the health of the occupants, without compromising the bottom line. This is an integrated, holistic approach that encourages both compromise and trade-offs.

Such an integrated approach aims to positively impact all phases of a building's life-cycle, including design, construction, operation and decommissioning.

CORPORATE GOVERNANCE.

Decode is committed to the highest standards of corporate governance and ethical conduct, recognising it is an essential part of our responsibility to our stakeholders.

Through our commitment to these standards, Decode has developed a robust framework to ensure all our objectives are met, risks are monitored, assessed and managed, and performance is optimised.

DECODE

RNMONDI



DESIGN • CONSTRUCT • DELIVER

+61 2 9695 1778
info@decodegroup.com.au
Level 8, 52 Alfred Street
Milsons Point NSW 2061

