

THE BIELBY WAY

WHERE PEOPLE MATTER



A message from the owners, Adam and Terry



At Bielby, our people are at the heart of everything we do. The Bielby Way isn't just a set of values, it's how we work, support each other, and deliver projects that make a real difference to communities across Australia.

As a part of the Bielby team, you'll contribute to the successful delivery of complex, meaningful projects; drawing on multifunctional teams and collective expertise. Collaboration isn't just encouraged, it's how we get things done, and everyone's voice is valued.

We know that a great culture goes hand in hand with supporting our people, which is why we provide competitive benefits, opportunities to grow, and an environment where wellbeing, respect, and honesty matter as much as the work we deliver.

Being part of The Bielby Way means joining a team that challenges, supports, and delivers together. Where the impact of your work is visible and valued.

A history of project delivery that we're proud of

- Established in 1982
- 15+ clients, delivering projects in:
 - Roads
 - Structures
 - Rail
 - Resources
 - Renewables
 - Defence and airfields
 - Water storage
 - Ports and marine
- Australian owned and operated
- Over 95 projects delivered
- Thousands of highly skilled team members delivering for our clients
- Extensive experience
- The Bielby Way underpinning delivery, always

Decades of experience



Church Street, Goodna (1992)



Beams Road, Carseldine (2024)

Pictured: Two girder installations on Bielby projects, taken more than 30 years apart; Showcasing precast expertise, highly skilled crews, and the values that define The Bielby Way.



Projects that leave a lasting legacy

At Bielby, complex projects are where we come to life. They challenge us to think differently, push the limits of what's possible, and collaborate in ways that turn big ideas into lasting outcomes. These projects don't just change landscapes, they reshape how communities connect, move, and thrive. And long after the work is complete, the legacy remains: smart, meaningful infrastructure that stands the test of time.

Project highlights include:

- Beams Road Open Level Crossing Removal (Construct Only)
- Logan to Gold Coast Open Level Crossing Removal - Kuraby (Design & Construct)
- Fitzroy River Bridge (Design & Construct)
- Ripley and Fischer Road Upgrade (Design & Construct)
- Pacific Motorway - M1 Watland Street to Sports Drive (Construct Only)
- Bruce Highway - Cooroy to Curra D1 (Construct Only)
- Haughton River Floodplain Upgrade (Design & Construct)
- Ipswich Motorway Upgrade - Rocklea to Darra (Design & Construct)
- Wambo Windfarm Stage 2 (Design & Construct)
- Berrybank Windfarm (Design & Construct)
- Haughton Highway Bridge Approaches (Construct Only)
- Pacific Highway Upgrade - Woolgoolga to Ballina (Construct Only)
- Rockhampton Ring Road (Construct Only)



Our Culture

Our culture is a reflection of our leadership and the core belief that exceptional people who are respected and motivated can achieve a level of performance that eludes others.

Whilst we value good governance, due diligence and rigour we equally seek to empower highly capable people to use their intellect and ability to make good decisions in order to achieve business outcomes. We place the safety and wellbeing of our people at the centre of everything that we do.

As a business we are flexible and responsive, our size is our strength and the hands-on nature of our owners and directors enables rapid decision making and provides confidence to our clients that when a commitment is made it will be delivered.

Bureaucracy is our enemy. We do not tolerate people with big egos that place the individual before the team and we work together collaboratively with our clients and partners to achieve “win-win” outcomes for all parties.

We are technically and commercially astute and use those skills to solve problems and manage risks and opportunities without hiding behind a contract.

We are not adversarial in our approach and go the extra mile to honour the promises that we make. We are accountable for our decisions and seek to grow and improve from every learning opportunity that presents.

We pride ourselves on our long track record of profitable operation and instil in our people the principles of efficiency and cost minimisation as opposed to revenue maximisation. We embrace innovation and continuous improvement.

Our strongest advocates and the backbone of our business are our people, clients and partners.

Our People. Their Experience.

Joe Damen, Utility Manager

Joined Bielby in 2017 as a Project Engineer.



Why I chose Bielby

I was drawn to Bielby's small-company, family feel and their extensive experience in roads construction. It really appealed to me that the company is privately owned; I know who I work for, my work is valued and makes an impact, and my wellbeing is genuinely considered. The added bonus when I joined is that Bielby had just won a project five minutes from home!

When I joined, I was personally welcomed by the owner. It was a far more personal experience than I'd experienced elsewhere.

My experience with the culture

In my experience, Bielby genuinely cares about its people and subcontractors. I see this daily in the way our team and subbies are treated, and that if anyone does slip below the line, the effort is made to be straight up and address it rather than walk past it. We have several employees with over 20 years' experience, and it's no coincidence, it's a great place to work.



What I enjoy most

No person is too important to jump in and help in the trenches. Sometimes you're helping out on site to get the job done, and other times you're taking on greater responsibilities. We do what we need to do to get the job done.

Feedback is valued, egos are left at the door, and we focus on getting the job done. We compete with Tier 1's, without egos and fuss.

Growing my career

At Bielby, I receive regular feedback, have input on the projects I work on, and benefit from a culture that allows me to grow my career while focusing on getting the job done. Starting as a Project Engineer, I progressed to the role of Project Manager, and then spent time in the pre-contracts team, which brought me to my current role of Utility Manager.



A culture to be proud of



Engaged Team

We are very pleased to be an employer with an engaged workforce. On our 2024-2025 Employee Engagement Score, our employees had an engagement rating of 89%, this is 17% above the industry average!



Experienced Leadership Team

Proudly Australian owned and operated, Bielby has a rich history spanning over 40 years. Our strong local leadership and deep-rooted connections within the community reflect our commitment to the region and its people.



Coffee Roulette

Employees are matched with a fellow Bielby employee to meet up for a coffee (or other drink of choice). It's a great chance to talk and learn about what other people are up to, and to connect (or reconnect) with a fellow Bielby team member.



Industry Membership - NAWIC

As part of our commitment to supporting women in construction, we have a corporate membership with NAWIC (National Association of Women in Construction), which means all employees can join for free.



NAWIC membership gives you access to networking events, mentoring, professional development, and industry advocacy, helping to foster a more diverse and inclusive workforce.



Social and Awareness Days

With the endorsement of our Senior Leadership Team (SLT), we actively celebrate key events like International Women's Day, NAIDOC Week, National Reconciliation Week, Harmony Day, White Ribbon Day, International Day of Persons with Disabilities, and R U OK? Day, fostering a deeper understanding and connection among our people.

Recognising our People



Recognition is a natural part of life at Bielby. We acknowledge the work, teamwork and behaviours that bring our values to life. From everyday appreciation to formal recognition, it's part of how we stay connected and support each other.

Thank a Mate Portal

Thank a Mate is our peer-to-peer recognition tool, designed to make appreciation simple and in the moment. Whether it's someone stepping in to help, delivering quality work, or showing our values in practice, Thank a Mate is how we say "we see you, and we appreciate it."



The Bielby Way Awards

Each year, The Bielby Way Awards recognise the people who truly live our values. These awards are our way of shining a light on outstanding contributions across the business and recognising the impact our people have throughout the year.

Other Ways We Recognise Our People

Recognition doesn't only happen formally. We also acknowledge great work and positive contributions in meaningful ways including:

- Shout-outs in team meetings
- Sharing positive feedback directly and verbally
- Highlighting achievements in public forums like meetings and toolboxes
- Featuring stories and wins on our Intranet and external channels
- Demonstrating appreciation through the opportunities and actions we provide

Our People. Their Experience.

Darcy Beer, Site Engineer



“I enjoy feeling genuinely proud to work for a company like Bielby. Across the industry, Bielby has a strong reputation for being great to work for and great to work with.”

“On the projects I’ve been part of, I’ve consistently received positive feedback from clients, subcontractors, JV partners, and others - people genuinely enjoy working with people from Bielby.

I think it’s unique that many of our employees reflect our values and it is a part of our every day. In the way we collaborate, communicate, and support each other, it makes it a great place to be every day and I’m proud to be part of that.”

Brent “Kiwi” Allerby, General Superintendent

“It makes it easy to come to work when you’re a part of a collaborative and supportive culture.”

“When I was exploring my next career move, I hadn’t heard of Bielby before, but after doing some research, I was impressed to see the business has been operating for over 40 years. Since joining, what has stood out most is how much ‘People Matter’ here.

There is genuine connection from senior leaders, whether visiting the office or onsite, it makes a real difference. What I enjoy most is the team, how everyone works together each day to achieve our goals.”



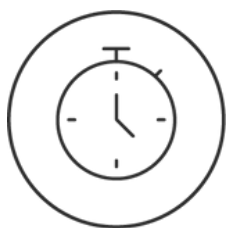
Our Values

At Bielby, our values are more than words on a wall, they shape how we work, how we lead, and how we show up for each other. Straight Up, People Matter, Delivery, Responsive, and Collaboration guide our projects and interactions.



Straight Up

We say what we mean and mean what we say. Always. Being authentic is at our core.



Responsive

We don't wait for tomorrow if it can happen today. Through agility and expertise, we find a solution.



Collaboration

We work constructively together with everyone. We actively seek solutions, listen and learn to continually improve.



People Matter

We put the safety and wellbeing of our team, their families and the community first. No matter what.



Delivery

We're accountable and we deliver on our promises. We get the job done.

“As Bielby grows, you grow with us”

Your career at Bielby grows through real experiences, not buzzwords. Our team learn by getting involved, on-the-job experiences, and being a part of a culture where openly sharing knowledge is core. We support development with opportunities to build confidence, expand your skills, and stretch when you're ready; and as Bielby grows, you grow with us.



Elevate Early Careers Program

Support, growth passport, excursions, technical capability framework and mentoring to develop emerging talent.



Attendance at Industry Events

Opportunities to connect with peers and stay up to date with industry trends.



Internal Mobility Opportunities

Explore new roles and grow your career within Bielby.



Growth Culture

Be part of a culture that encourages learning, development, and collaboration.



Lunch and Learns

Regular sessions to share knowledge and insights across teams from subject matter experts.



Operational Forums

Collaborate, share knowledge, lessons learned, and best practice in offsite operational forums.



Pillars Learning Hub

Access tools and resources to build technical capability and skills.



Phone a Friend Directory

Connect with colleagues across the business, tapping in to our collective experience.



Training Opportunities

Structured programs to upskill and support career growth.

Our People. Their Experience.

Alex McGrath, Training Advisor

Joined Bielby in 2024 as a Training Coordinator.

“Bielby’s flexibility (BFlex) has been invaluable, allowing me to pursue a fulfilling career without missing important moments with my family. That balance has made a real difference to both my work and home life.”



“I wasn’t actively looking for a new role when Bielby approached me, but their encouragement gave me the confidence to take a leap. What really stood out was that they saw potential in me before I saw it myself, helping me move past self-doubt and step into the opportunity.”

Since joining, the culture here has truly impressed me. Bielby genuinely lives its values, and the one that has impacted me most is People Matter. I’ve consistently felt supported and valued as part of the team.



What I enjoy most is the people I work with each day. The camaraderie across such a diverse group on site creates a positive and supportive environment, making coming to work genuinely enjoyable.”

Dan Oberthur, Senior Project Engineer

Joined Bielby in 2022 as a Project Engineer.

“Since joining the Bielby team, I’ve had the opportunity to work with some great mentors and leaders. Through this, I’ve seen firsthand the culture that exists within Bielby and its project leadership teams, specifically the values of collaboration, people matter, and delivery.”

The way the leaders I’ve worked with approach and genuinely care for their teams has reshaped how I want to show up as a leader in the future.

As an engineer, it’s easy to focus purely on delivery and efficiencies, but the exposure I’ve had while working at Bielby has been a refreshing and genuinely enjoyable opportunity.”



“A workplace that values different perspectives”

Belonging at Bielby

At Bielby, we know that our success is built on our people. Belonging, diversity and inclusion aren't just initiatives or terms, they underpin our culture and are fundamental to how we work. We are committed to fostering a workplace that values different perspectives, backgrounds, and experiences. A place where people matter and our values are at our core.

We approach all dimensions of diversity (below) with cultural humility; A lifelong approach to engaging with individuals from diverse backgrounds, characterised by self-reflection, lifelong learning, and an awareness of power dynamics.

We are committed to meaningful events, education, communication, and partnerships. Our dedicated working groups meet quarterly to discuss key initiatives and opportunities to continuously improve belonging at Bielby.

Generations

Supporting 5 generations in the workforce at one time. Considerations include developing early careers, leading through generational differences and managing an ageing workforce.

All Abilities

Ensuring accessibility and acceptance of all, regardless of neurodiversity, physical ability and mental health challenges.

Gender

Access to rewards, conditions and opportunities, regardless of gender identity or sexual orientation.

Culture

Acceptance, recognition and opportunities for people of all cultures and backgrounds. Recognising and celebrating the First Nations' People of Australia.



Our People. Their Experience.

Maria Tallant, Contract Administrator

Joined Bielby in 2023 as an Office Administrator.

“The team at Bielby is incredibly flexible, fair, and respectful, and there is a strong emphasis on work–life balance. That support shows up every day in the way the team interacts, collaborates, and looks out for one another.”



“I initially joined Bielby as an Office Administrator through a temp agency when I first moved to Australia from the UK. With a background in law, I was eager to find a role aligned with my qualifications. I immediately enjoyed working with the team, and when I learned about the career pathways available, particularly those connected to my skills, I was excited to stay. I had never considered a future in the construction industry, but Bielby opened my eyes to the opportunities within it.

The focus on progression and learning has had the biggest impact. I genuinely feel that Bielby cares about its people and puts significant effort into creating and maintaining a positive, supportive work environment. We participate in annual reviews with meaningful WorkPlans. These are genuinely acted on, and management works alongside you to help you achieve your goals.

I work from home one day a week, and the company is very supportive when it comes to flexible arrangements for appointments or personal commitments.

The team at Bielby is empathetic, understanding, and responsive to the realities of life outside of work, which makes a huge difference.”



Our People. Their Experience.

Andrew Howgate, Project Manager

Joined Bielby in 1995 as a Site Engineer.

“I started at Bielby when the entire team and their partners could fit around one table at the Christmas party! While the company has grown significantly since then, one thing that has remained a constant is our culture.”

“The biggest impact for me has been the trust placed in me and the variety of opportunities I’ve had along the way. That trust has allowed me to extend my capabilities, take on new challenges and continue developing throughout my career. Bielby has consistently supported this through practical onsite learning, mentoring, and access to industry leaders and leadership development.

The culture has always been supportive, and with a mindset of getting the job done without unnecessary red tape. What I value most is the security, having a genuine voice, and the respect that comes from working with good people in a stimulating environment, while being treated fairly and paid well.”



Giving Back

At Bielby, giving back is part of who we are. We stay connected to the communities we work in, support causes that matter, and use our skills, resources, and time to make a practical difference. It's a mix of hands-on help, thoughtful, sustainable repurposing, and investing in the next generation.

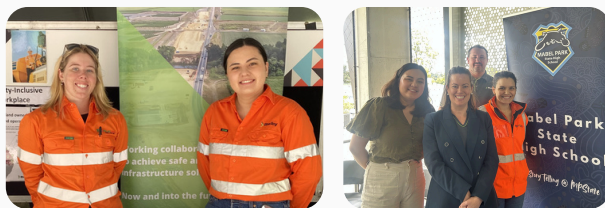
Sustainable Repurposing for Local Community Groups



Donation Drives



Inspiring the Next Generation at Schools and Universities



Social and Awareness Day Education



Volunteering Time to Support Communities



Local Sponsorships



“BFlex makes it easier for me to balance work with what matters to me outside of work. What I enjoy most is the supportive team, not just within my immediate team, but across the whole business”

- Dhivya Dhandapani, Senior Payroll Officer

BFlex is the flexible work approach we take for our employees, ensuring that arrangements make sense for both Bielby and our employees. We know that our people are diverse with varied preferences. We are proud to offer flexible working arrangements both ongoing and ad hoc to individuals in eligible roles.

BFlex allows our employees who are in eligible roles to have a clear understanding of workplace flexibility options and associated processes.

The straight up guiding principles ensure consistency for "like roles" at "like locations" across the business. This may include:

- Flexibility in the hours that we work, such as adjusted start and finish times, or attending to personal commitments during the day
- Flexibility in where we work, such as hybrid working

We value authenticity and saying what we mean and meaning what we say. Flexibility is a benefit, and not an entitlement.

Flexibility should **always be a two-way street, with arrangements including:**

- Ad hoc / one-off arrangements: Perhaps you have a medical appointment, an electrician popping by, or an assembly that you want to go to. Arrangements for the things that life throws at us should be a timely discussion with your leader taking a common sense approach.
- Ongoing arrangements: These types of arrangements should always start with an honest, two-way conversation between leader and employee. Conversations should be continued on a regular basis to ensure that the agreement is suitable for both Bielby and the employee, and are at Bielby's discretion, subject to change in line with business requirements.

Our guiding principles located in the [BFlex Guide](#) have been established to ensure that across the business we take an objective stance to flexibility. It's important that anyone utilising flexible work subscribes to and understands all of these.

1 Straight Up

We know that being authentic is at our core. We:

- Are objective that flexibility is based on a role and not a person or reason
- Have regular (minimum quarterly) conversations to ensure that flexibility is working for both Bielby and the employee
- Do not see flexibility as an entitlement, but as a benefit
- Work remotely no more than 20% of the week (on average)

2 Responsive

We don't wait for tomorrow if it can happen today. We:

- Acknowledge that flexibility is always a two-way-street, and are agile
- Know that week-to-week arrangements can and will change, so do not commit to things outside of work such as care giving or appointments that are unable to be changed easily

3 Collaboration

We work constructively together with everyone. We:

- Know that cross-functional collaboration and cohesion is maximised when we work side-by-side
- Understand that when we are new to a role, have a new team member, have key meetings or onsite deliverables, that we will need to be onsite

4 People Matter

We put the safety and wellbeing of our team and their families first. We:

- Are safe, ensuring that physical and psychological safety are considered, documented with a Home Location Checklist where working from home
- Do not work and perform caregiving duties at the same time

5 Delivery

We are accountable and we deliver on our promises. We:

- Get the job done, focussing on outcomes
- Assess and discuss performance regularly
- Trust that our people will perform their roles and do the right thing

6 Tools

We know that our tools are essential to our success. We:

- Ensure to have access to tools to do our job efficiently when working remotely
- Acknowledge that standard issue IT equipment is for when we are in the office, so where we have chosen to work elsewhere, this is sourced at our own expense



Financial and Wellbeing Benefits

↙ **Company Paid Parental Leave**

We support our people in balancing work and family with our paid parental leave benefits. Primary caregivers receive eight weeks of company-paid parental leave, in addition to government-paid parental leave, plus a four-week lump sum upon their return.

Secondary caregivers receive two weeks of company-paid parental leave, in addition to government-paid parental leave, providing time to support their family during this important time. You can learn more about the eligibility and finer details in the Parental Leave Procedure (PRO-PPL-ENG-003).

↙ **Competitive, Fair Remuneration**

We offer competitive remuneration that reflects industry standards, experience, and performance. We recognise the value of our people and ensure our salaries are fair and rewarding, with reviews conducted annually. Additionally, we are committed to pay equity, ensuring that employees in like roles are receiving equitable pay.

↙ **Employee Assistance Program**

We prioritise the wellbeing of our people and their families. Our Employee Assistance Program (EAP) provides free, confidential support for employees and their immediate family members, offering professional counselling and resources to help navigate personal or work-related challenges. Whether you need support with mental health, relationships, financial advice, or general wellbeing, EAP is available 24/7 to ensure you have the help you need, when you need it.

↙ **Flu Vaccination Program**

We believe that a healthy mind resides in a healthy body. Work sites may organise local health programs such as flu vaccinations.

↙ **Referral Program**

Great people know great people! Our Employee Referral Program rewards you for helping us grow the Bielby team. If you refer a successful candidate, you'll receive an incentive as a thank you for connecting us with top talent. It's a win-win, help build a strong team while earning a reward.



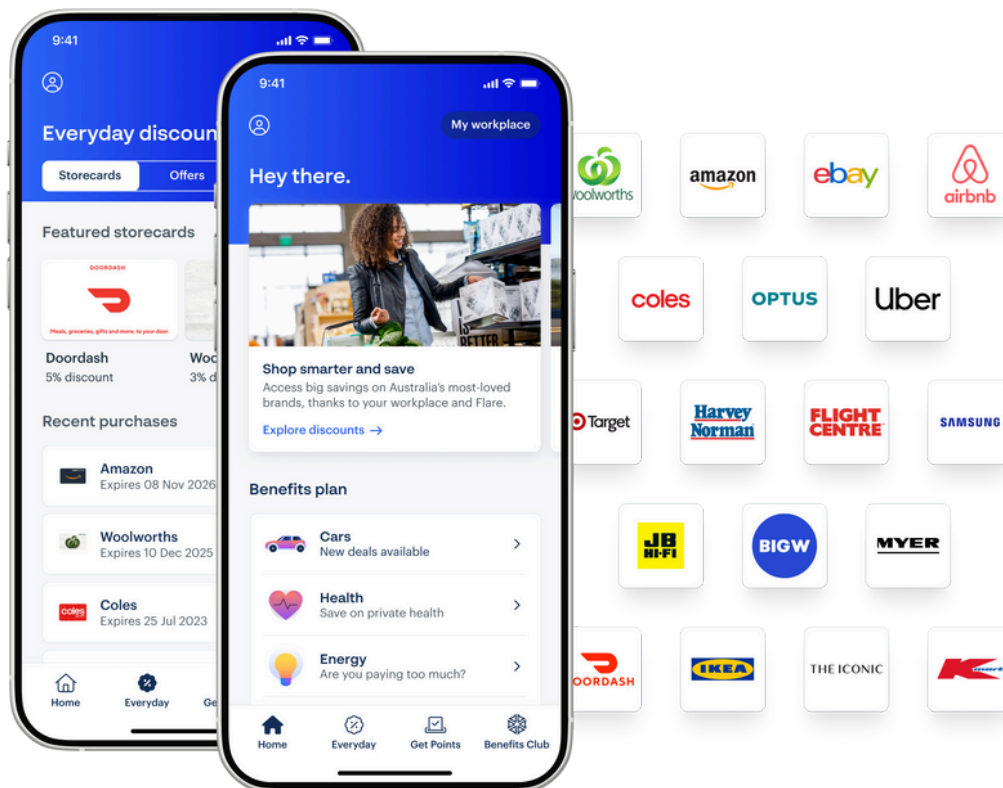
Unlock Savings with Flare Benefits

As part of our suite of benefits, employees have access to Flare.

Flare supports our employees to get more value from their pay through salary packaging and everyday discounts on day-to-day expenses like groceries, fuel, tech, clothing and dining.

Flare also provides access to a range of health-related benefits through partner providers, supporting choice and flexibility based on individual needs.

For those considering a new car, Flare offers novated leasing options that may help reduce the overall cost of car ownership, depending on individual circumstances.



The Bielby Way

The Bielby Way isn't just a statement, it's a reflection of who we are, how we work, and what we value. Every day, we strive to create an environment where people feel empowered, supported, and inspired to bring their best selves to work.

By choosing to be part of the team, you're joining a company that values growth, collaboration, and meaningful impact. Together, we can achieve more, celebrate our successes, and continue shaping a workplace that we're all proud to be part of.

