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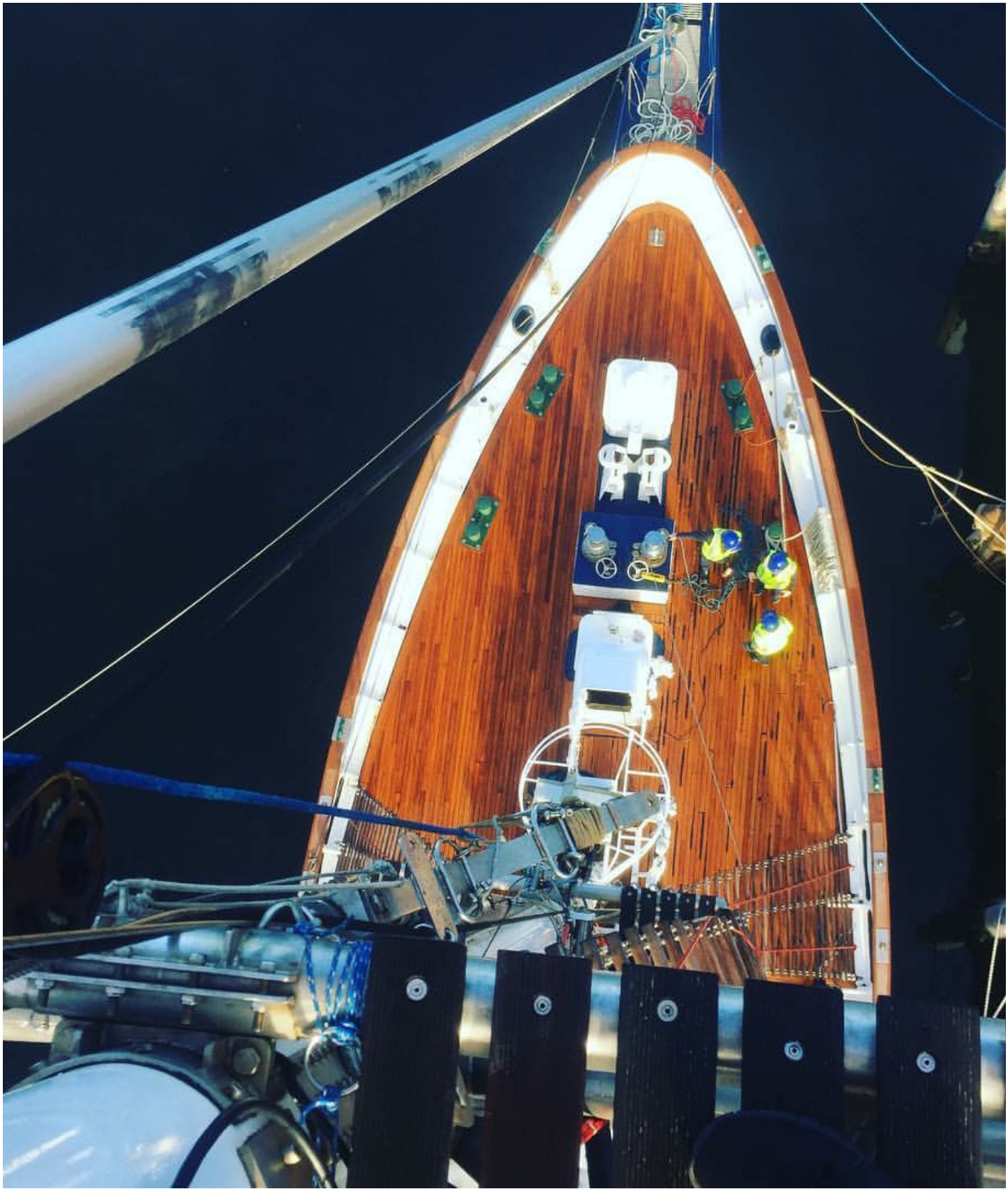
1. Introduction

1.1 Purpose

This document describes the capabilities of Noakes Group (Noakes) that includes services and benefits offered singly, in combination or in full, to provide total maritime solutions to your business needs. Some customers draw on single services to serve specific needs; others invest in tailored service combinations to achieve the operational efficiencies of integrated service delivery. Some receive the full scope of options of interrelated services, attaining a full maritime solution.

Our customers represent diverse areas from government, including the Royal Australian Navy (RAN), Australian Army and NSW Police Marine Area Command (MAC) as well as from the commercial and private sectors. The fleets we manage differ in composition, function and purpose. As a result from the variety of industries we work with, the range of vessels we maintain, the breadth of maintenance and operations we offer, and the differing environments we work in, our experience provides the services we deliver with unmatched benefits.

Members of Noakes' workforce includes a mix of commercial and naval experience. Our project managers, naval architect, technical managers, tradesman, logistics managers and mariners are supported by a technical network of specialist trades, suppliers, and manufacturers of customised equipment. Our contractors are recorded on Noakes' Preferred Supplier and Contractor List and undergo regular performance assessments.



1.2 Foundation of Noakes

Noakes commenced operations in 1979 as a rigging company. Since 1984, Managing Director, Sean Langman has expanded Noakes into a multifaceted operation that stretches across two Australian states. Noakes operates two boat and ship yards at North Sydney (NSW) and Port Huon (Kermadie Tasmania) offering a full repair and maintenance service, including specialist marine repairs, storage and berthing.

1.3 Group overview

Noakes provides a comprehensive maintenance and repair service to the marine industry from small vessels to tall ships and power boats to naval vessels. Our two travel lifts have the capacity to lift boats up to 80 tonnes and our inclined slipway can dock vessels up to 160 tonnes. We have a highly skilled and experienced workforce in the following disciplines; rigging, shipwright, painting, fabrication, engineering and project management.

Noakes is fully compliant with the requirements of Defence. Noakes has a fully implemented Business Management System and Quality Management System which has been formalised by achieving ISO 9001:2008 status. The development and achievement of these standards presents Noakes as a low risk service provider.

Noakes has the following facilities and resources:

- Land lease size of 6,237 sqm;
- Water lease size of 4,956 sqm;
- Large hardstand area;
- Four undercover painting and blasting sheds;
- 13m x 30m in water berths;
- 160 tonne inclined slipway;
- 80 tonne and 60 tonne travel lifts;
- 18 tonne crane;
- Abrasive blasting equipment;
- MIG and TIG welding equipment;
- A team of qualified and skilled shipwrights, painters, welders, riggers, engineers, naval architect and project managers; and
- Qualified Lloyd's Register approved welders for aluminum and steel.



1.4 MEX asset management

Noakes has adopted the Australian designed and built MEX Asset Management System to support all engineering, technical management and data management services.

MEX is successfully used on all commercial and defence projects undertaken by Noakes. MEX is a capable and user-friendly application and is securely accessible over the internet and is able to meet the technical data requirements of Statement of Work (SoW) including:

- Manage inputs and outputs of process tasks;
- Capture data base in a digital format that can be exported for further predictive analysis and planning optimisation;
- Record and provide traceability to engineering decisions;
- Record details of engineering authority and delegations; and
- Store or record for reference, engineering documents, drawings, images and reports.

2. NSW Police Marine Area Command (MAC) In-service Support Contract

Noakes Group maintains all NSW Police Marine Area Command's vessels, trailers and engines from Tweed Heads to Yamba, Coffs Harbour, Forster, Port Stephens, Sydney, Port Botany, Port Kembla and Eden.

Through the maintenance contract, Noakes maintains 45 vessels, seven tenders and 31 trailers along the full length of NSW's seaboard.

Noakes is responsible for:

- In-service Support throughout NSW by our on-road engineers;
- Surveys and certificates of survey to meet AMSA requirements;
- Routine maintenance for all vessels and trailers;
- Servicing for all engines controlled by our dedicated scheduler;
- Warranty repairs;
- Non-routine maintenance;
- Assistance with planning for maintenance of new vessels;
- Workshops, tradespersons and apprentices;
- Customer support and relationship with regular scheduled meetings and documented updates;
- Security and use of vessels;
- Electronic maintenance management using Fleet Asset Management System (MEX);
- All services on call 24/7; and
- Transition-in/transition-out services for delivery of vessels to meet schedules.

Maintenance includes planned, preventative and breakdown services with 24/7, 365 days' a year coverage. Maintenance in remote areas is achieved by a now proven system of mobile engineers being tasked jobs via MEX, supported by our North Sydney based logistics support manager. With Noakes using our own highly skilled engineers we ensure that NSW Police Marine Area Command is receiving the best quality of service.

2.1 OPV *Nemesis* (WP11)

Noakes has slipped the 105ft OPV *Nemesis* (WP11) twice on our inclined slipway and recently we have completed a ten-yearly half-life docking of the vessel at Woolwich Dock, Sydney. Noakes has full access to Woolwich Dock and its 100 tonne travel lift. This docking demonstrated Noakes' ability to adapt and have its North Sydney workforce operating remotely using our entrenched QA procedures to affect a positive outcome.

April/May 2021 docking included:

- Providing project management and technical advise;
- Engineering works conducted;
- Soda blasting of hull back to metal and respraying primer and antifoul;
- Conducting confined space work in all tanks;
- Fabricating works of alloy vessel including numerous repairs to hull, tanks and superstructure;
- Completing Nylac re-coating of aluminium topsides;
- Replacing all valves;
- Overhauling large keystone valves;
- Removing propellers, shafts, rudders and replacing shaft bearings;
- Conducting a complete ten-yearly survey and lightship;
- Recertifying safety equipment and life rafts;
- Carrying out 12-monthly routine maintenance checklist;
- Removing, cleaning and inspecting all raw water lines; and
- Recommissioning and carrying out sea trials.



3. Assisting the Australian Defence Force

Our experience, particularly with the Royal Australian Navy, clearly demonstrates our knowledge of marine technical and logistics support, vessel maintenance and slippings. All projects are performance based contracts which are measured and scored by the Commonwealth's Directorate of Maritime Assurance regulating authority. These contracts are managed by Noakes in accordance with internal and parallel, stringent quality and risk management plans. Our work with Australia's Defence Materiel Organisation has established our reputation for enabling vessels and crews to operate at optimum capability. Our history as a service provider demonstrates that we deliver value-for-money services and reliable outcomes.

3.1 LHD Landing Craft



Noakes has provided services including storage facilities, planned and unplanned maintenance services for the Royal Australian Navy's LCM-1E Landing Craft. Works included antifouling, painting, fabrication and welding in addition to unscheduled maintenance activities. Noakes also provided piloting, permanent berthing and dry storage services for the LLCs. The LCM-1E is a class of amphibious Landing Craft, Mechanised (LCM) manufactured by Navantia who also built the Royal Australian Navy's new Landing Helicopter Dock (LHD) hulls. These craft are purpose built for the LHD's and are referred to as LHD Landing Craft (LLC).



3.2 Survey Motor Boat (SMB) & Antarctic Survey Vessel (ASV)

Noakes has been maintaining the Royal Australian Navy’s SMB 1010 *John Gowlland* and its ASV *Wyatt Earp* since 2008 originally for DMS, then BAE and some years ago we secured an annual contract directly with the Hydrographic SPO to supply storage, planned and unplanned maintenance services for these vessels. For some years we also maintained SMB 1021 *Condor* until she was decommissioned. Recently we have assisted with the maintenance and storage for ASV *Wyatt Earp* at our Noakes Port Huon facility including the construction of a purpose-built shed and coordination of road transport between our sites.

As well as planned work such as antifouling, painting, engine servicing and condition surveys, Noakes has undertaken some significant projects for these vessels including ballast fits, structural modifications, lifting point certification, installation of new bearings and PSS seals, complete abrasive blasting and re-painting.



3.3 Sail Training Ship *Young Endeavour* (STS YE)

Noakes’ association with STS YE spans some 30 years. Noakes’ initial relationship was forged as professional rigging consultants and repairers. Noakes contracted through ANL for the initial period then ADI, AAS SPO and more recently through MCD SPO.

Noakes’ services to STS YE has over the past two decades expanded from spars and rigging services to include full ship’s services including engine removal, complete re-decking, abrasive blasting and top coating hull from industrial to superyacht finish, ship’s joinery, naval architecture, hull structural repairs and direct involvement with the Young Endeavour Youth Scheme. Noakes completed the design fabrication assembly and installation of both fore and main masts. Noakes has been the Prime Contractor for all her maintenance periods in the past five years including her intermediate docking.



3.4 STS YE milestones: 1989 - 2021

- A list of milestone events follows which outlines Noakes' vast experience with STS YE:
- **1989** First rigging inspection. Noakes' begins case to remove Norselay standing rigging in favour of 316 1x19 stainless steel.
 - **1994** STS YE has collision with upturned yacht. Noakes consults on damage to spars.
 - **1995** Noakes unstep and refurbish both masts. Works include analysis of standing rigging angles and all engineering components. No original fittings and platforms on fore mast are retained. All main mast through bars and bolts are replaced. All components are upgraded to SAF 2205 for through bars and 316 for tangs. Both masts are externally sleeved at heel as well as external sleeving at areas prone to stress on fore mast.
 - **1995 through to 1997** After extensive deck leaks, Noakes is requested to investigate best method to repair. Noakes recommends complete replacement due to incorrect original materials and construction practice. Noakes replace complete decks to deck beams. Deck beams are shot blasted and rebuilt. New substrate deck is fitted with composite marine plywood with fiberglass membrane with teak over. All fastenings are 316 SS. The teak is attached using the then new non-mechanical fastening method.



- **1998/1999/2000** Noakes remove all original topside hull fairing and change appearance externally from work boat finish to super yacht standard.
- **2000 through to 2008** Noakes remodel interior and continue with full ship servicing.
- **2008** to present Noakes continued with six-monthly rigging surveys and maintenance.
- **2013** Noakes completed an Engineering Assessment and Detail Design Package for the replacement of both the fore and main masts.
- **2014** Noakes awarded fabrication, assembly and installation contract for two new masts.
- **2015** Noakes awarded Prime Contractor for FAMP in the UK during STS YE's world voyage.
- **2016** Noakes awarded Prime Contractor for External Maintenance Period (EMP 01/16).
- **2017** Noakes awarded Prime Contractor for the Intermediate Docking and EMP 01/17 and 02/17.
- **2018** Noakes awarded Prime Contractor for EMP 01/18 through to present day.
- **2019** EMP's 01 and 02.
- **Christmas 2020** Major engine failure. From notification that there was an issue with engine vibration on main engine, Noakes reacted within two hours of notification, made contact with the Ship, organised Noakes engineer to fly to Melbourne to meet vessel's tender and crew for transfer to vessel at sea. Diagnosis of fault carried out, recommendations made and repaired vessel in order to continue voyage safely.
- **2020** EMP's 01 and 02 Rectify and re-certify yard foot ropes to ensure safety of all crew.
- **2021** EMP 01 completed to schedule in poor weather conditions. Alternators removed, serviced and reinstated in short time frame to meet YE's operational requirements.



3.6 Red Viper

Noakes maintained the Army's vessel *Red Viper* for close to a decade including project managing and conducting a full maintenance program. Work undertaken included, antifouling, painting, engine servicing, bearing replacement, toilet servicing, tank cleaning, fabrication modifications, air conditioning system servicing, anchor windlass replacement, electrical work, shipwright work, detailing and sea trials.



3.7 Serco Defence

Noakes have maintained the Serco managed RAN fleet of small craft for over a decade. These vessels include:

- Seahorse Quoll;
- Seahorse Quenda;
- Seahorse Patrol;
- Stebers x 6;
- Admiral Hudson;
- Harbour Tugs Bronzewing & Currawong;
- Dive Boats x 2;
- NWB's x 4;
- Sharkcats x 4;
- Flat Top Lighters x 8;
- LCVP's; and
- Admiral's Barge.

Services included, antifouling, abrasive blasting, painting, tank cleaning, fabrication, shipwright work, polishing, detailing and frameless window installations.



4. Australian Federal Police

Noakes maintains the Naiad 9.5 for the Australian Federal Police (AFP). The vessel is currently working 24/7 on Sydney Harbour carrying out ongoing surveillance. The vessel is regularly lifted at our North Sydney facility for outboard engine servicing and other maintenance activities. Noakes arranged transport of the vessel from Canberra to Sydney and completed a repower from Evinrude outboard engines to Yamaha. Noakes has built a strong relationship with the AFP and will continue to assist this vital agency as it adds other vessels to its fleet.



5. Key assets of Noakes Group

5.1 Floating Dry Dock (FDD)



In 2013, Noakes acquired the AFD1002 Floating Dry Dock (FDD) from Thales with the vision of restoring and operating the FDD at our North Sydney facility. Since acquiring the FDD it has undergone an extensive survey and work plan at North Sydney, followed by a two week sea transit from Sydney Harbour to Yamba where a major refit was undertaken.

The FDD was issued a Temporary Operational Survey Certificate during 2019 and we are in the process of having the FDD fully operational during 2021. Once our development application relating to wharf modifications is approved by North Sydney Council, the FDD can be made available for defence and commercial dry-dockings in Port Jackson.

The clear advantage is that vessels up to 1000 tonnes are not solely dependent on the Captain Cook Graving Dock and can be docked independently and more cost effectively in the Noakes' FDD.



5.2 Tug Warren

Noakes owns and operates a 28 tonne bollard pull, 28 metre tug *Warren*. The tug was purchased as a tender to the FDD but can also be used for commercial towing, salvage and charter work. This vessel has just undergone a complete refit with a new deck winch installed to provide greater capabilities to be an active response tug for emergency tows.



6. Through life support: vessel maintenance

As total asset managers, we offer through-life services that integrates vessel maintenance and repairs, our total asset management expertise incorporates In-service Support services as follows:

- Hull preservation and antifouling;
- Detailed topsides repair and spray painting;
- Vessel detailing;
- All shipwright work in timber, fibreglass, carbon, steel, aluminium and mechanical systems;
- Insurance assessments and repairs;
- Out of water surveying;
- Yacht and ship rigging;
- Welding and fabrication to all standards including Lloyd's Register;
- New vessel building;
- Mechanical systems upgrading, replacement or repairs;
- Project management;
- Maritime training; and
- Specialist services.

Noakes provides through-life support services for all maintenance, repair and engineering vessels, up to 55 metres in length, from offshore support vessels and high-performance patrol boats to harbour craft and general purpose work boats. Through-life support encompasses:

- Continual analysis of vessel maintenance needs;
- maintenance planning and execution; and
- Continuous spares provisioning.

Following supportability analysis and base lining to establish vessel condition, we mark a starting point for through-life configuration management, and ensure vessels are in a suitable state for extended availability, we provide ongoing in-service support, repair and maintenance for whole fleets and individual vessels. With our approved subcontractors and suppliers, we offer a full complement of relevant expertise including:

- Project management, planning, scheduling, performance measurement and safety and risk management;
- Systems-engineering based total asset management;
- Naval architecture;
- Integrated logistics support, warehousing, inventory management;
- Marine and electrical engineering;
- Document and data control;
- Training; and
- Ship management and seamanship training.

Noakes maintains a culture of continuous improvement through which we have developed our procedures, systems and tools. Through-life support delivers cumulative benefits to vessels by integrating their whole-of-life servicing needs and operational demands into the service management profile.

7. Training for industry and community

7.1 Maritime training

Noakes provides seamanship training, delivering learning and assessment in a real working environment using appropriate vessels.

Noakes’ experience with internal and external training delivery enables us to define customer training needs by analysing business objectives against existing competencies and specifying skills gaps. We use the results of training needs analysis to achieve customised training proposals. These results combine training packages and units of competency to achieve tailored outcomes and, if existing endorsed training does not serve the identified training needs, develop training courses to match customer goals. Noakes develops all of its own Safety Management Systems (SMS) for its own fleet of ferries in house and delivers crew training on safety systems, maintenance and emergency response.

7.2 Youth training

The Noakes Youth program was founded in 2005 by Sean Langman with the view of providing opportunities for youth to develop physically, mentally and socially, through an environment that encourages exercise, education, employment and community interaction.

Noakes Youth also offers many avenues for young people to gain access to and excel in the marine industry and in the sport of sailing while gaining the confidence to become community leaders. Over many years, Noakes Youth has utilised the sport of sailing as a means to bring a varied group of young people together in an environment that inspires personal growth, acceptance and community spirit. Noakes Youth also offers entry into the marine industry via its shipwright apprenticeship program.

For over 40 years, the Noakes’ owned Rosman Cruises has been running Lessons Afloat which conducts unique excursions for students from kindergarten to year 12 on board our heritage ferries. A stimulating and diverse learning environment, Sydney Harbour provides an ideal backdrop for engaging students and applying studies in real world settings.

With an emphasis on student participation, a Lessons Afloat excursion provides students with fieldwork opportunities while practicing skills such as observation, recording, mapping and exploration, all of which has been planned to achieve the Education Department’s syllabus outcomes.

8. Our charter fleet

Rosman Cruises, owned and operated by Noakes, has been a leader in the Sydney Harbour transport and charter industry for over 100 years. Rosman continues to offer quality historic vessels, each painted in their matching red and yellow livery with richly varnished interiors. Rosman’s fleet consists of four meticulously restored heritage vessels of various capacities, offering a range of charter services from transports and school excursions (Lessons Afloat) through to complete function packages including weddings and wedding transport. During the International Fleet Review 2013, Rosman Cruises provided transport services to ships’ companies while at anchor in Sydney Harbour.



9. Noakes innovation

Noakes’ Research and Development centres on improvements to water based transportation vehicles. Launched in 2007, Noakes constructed the experimental vessel *Wotrocket* to test the advantages of super cavitation hydrofoil technology. Noakes Research and Development in 2021 continues with an interface of data collected from *Wotrocket* and a new unassisted wind craft seeking to set a new water speed benchmark of 70 knots.



10. Recreational: Applying diverse skills and experience

Noakes Group had its beginnings providing rigging services to recreational yacht owners. The year was 1979. The Australian Admiral’s Cup team was victorious and sailing was gaining greater popularity at all levels of the sport. Australia II’s extraordinary America’s Cup win was only four years away.

Sean Langman bought the business in 1984 and quickly earnt a reputation for a high degree of quality, service and reliability. An interesting time when new materials were being introduced throughout the yachting world, requiring advanced rigging skills and innovations. The company’s abilities were soon not only in demand from yacht owners but also for significant commercial architectural rigging projects and of course for RAN’s STS Young Endeavour – a partnership that has continued to this day. The business moved to our current Berrys Bay site in 1995 and quickly expanded, providing full out of water maintenance services to owners of private sail and powered vessels.

Recreational projects are diverse and often complex. This is a reflection of the many different classes of vessels seen on Sydney Harbour and on the waterways of Port Huon – the two locations where our yards are located. We have built a reputation over several decades for specialist timber boat restorations but also we are highly experienced in maintaining or modifying the latest generation of race yachts or powered vessels. Skills, discipline and systems developed for our Defence and Commercial business have also benefited our recreational customers.

The knowledge and experience of our people is just as diverse as the boats we maintain. Many of our key people are highly experienced yachtsman both in offshore racing and high performance dinghy sailing. Some have backgrounds in boatbuilding, rigging and sail making. We employ timber and composite specialists, engineers, mechanics, naval architects, schedulers and project managers. We understand why boats break and what makes boats faster or more fuel efficient.

Most importantly, we understand how rewarding time on the water can be. We derive great pleasure from seeing our customers onboard their well-maintained boats either safely cruising or enjoying racing succes



11. Environmental policy

Environmental Awareness

We at Noakes Group see protecting the environment as part of our core values. In taking measures such as those outlined below, we aim to continue to reduce our environmental footprint. We recognise that our business has a corporate social responsibility to enhance the environment and promote the long-term sustainability of the marine industry and our harbours. We aim to inspire our staff, vendors, and clients to do the same.

In this policy, Noakes Group commits to:

1. Understanding and managing our environmental risks with the goal of minimising or eliminating those risks
2. Ensuring the environment is considered in our investment and corporate strategies, procurement and the products and services we offer
3. Actively working to minimise pollution, manage waste streams and address relevant biodiversity issues
4. Engaging with our customers, employees, and shareholder on environmental issues and transparently reporting on our environmental performance
5. Providing all employees with the training and education necessary to meet our objectives
6. Complying with all applicable legal and regulatory requirements
7. Regularly review environmental objectives and targets
8. Openly communicate our policies and practices to interested and approved parties
9. To monitor and record our environmental impacts on a regular basis and compare our performance with set policies, objectives, and targets.

Our Policy

Our environmental policy reflects our commitment to environmental sustainability and our precautionary approach. It also demonstrates our awareness that our actions are important for our clients, our employees, and our business performance.

Reduce, Reuse and Recycle

Noakes Group commits to reducing our waste products, purchasing reusable products wherever possible and recycling relevant products.

Toxics reduction

Noakes Group commits to reducing any toxic materials to protect employee health and the environment. Noakes Group is committed to an on-going pollution reduction program

12. Noakes Blue



Noakes 26 on Sydney Harbour by Noakes Group

Noakes Blue

by Lisa Ratcliff

Sean Langman, a Cruising Yacht Club of Australia partner since 1999, has bolstered the longstanding collaboration by making three Noakes 26 class boats available to the club to support the CYCA Sailing Pathways Program and facilitate specialist regattas designed to create access to the sport.

Noakes Group’s philanthropy arm started as Noakes Youth in 2005, with a mission to create opportunities and choice for young Australians. Over 15 years Noakes Youth has successfully supported the sailing pursuits of many young and promising sailors and facilitated the completion of 45 shipwright apprenticeships.

Noakes Blue is the replacement and expansion of Noakes Group’s philanthropic activity and stands for inclusiveness. “For men and women of all ages and nationality, Noakes Blue, through both yachting and the arts, aims to enhance understanding and communication,” says Langman.

One recipient of Noakes Blue’s support is Yvette Heritage, skipper of the 18-foot skiff called

Noakes Blue, and her crew. Jacqui Bonnitcha was the original recipient of support and financial assistance, sailing Noakes Youth in the 2007 JJ Giltinan Championship. Ash Rooklyn received similar support and Yvette is Noakes’ third beneficiary. Alongside the NoakesSailing 18ft campaign led by Sean, which placed third overall in the most recent JJ Giltinan series, Yvette steered her second Australian 18 Footer League season. Both parties are committed to a third round.

On the assistance and experience Heritage says: “Sean and Noakes Blue have provided me with an opportunity to compete on an even playing field in the 18s. The sponsorship has given me a competitive boat, access to experienced 18ft skiff sailors for both training and racing and included me in the Noakes sailing family. I am grateful for Sean’s generous support.”

Under the Noakes Blue banner, and in addition to Langman’s Sydney Gold Coast Yacht Race naming rights sponsorship, Noakes Group’s loan of three



Frank Quealey pic of Yvette

Noakes 26 yachts will augment the CYCA Sailing Pathways Program.

The club will use the boats to introduce people new to sailing in a safe, nurturing and educational environment. Conceptually the idea is to use the 26-foot keelboats for weekly bookings by individuals or small groups who show interest in the winter and Wednesday twilight series. Down the track, they may be used to target specific community groups as part of a multicultural sailing program.

Sean also plans to use the boats and club facilities to facilitate access to yachting over the next two years, committing to an Indigenous sailing program as well Pacific Nations women, a group he partnered with for last year’s Biennale of Sydney when his Rosman ferry Radar was spectacularly transformed into a floating tribal artwork.

Two million dollars and 20,000 work hours were invested in the refit and repaint of Langman’s heritage ferry Radar, renamed Nirin Haiveta, from Federation burgundy and cream colours to tribal tattoo markings celebrating and honouring Pacific Islands women.

“The Rosman fleet was very much built in a man’s world and now Nirin Haiveta symbolises a woman’s world - each symbol tells a story and reactivates the memory of women’s tattoo practise outlawed through colonisation,” Langman said. “For Noakes Group this project is inclusive of different cultures; to connect with First Nations communities in our region is an important project for us.”

On the collaboration, Partnership Manager at Biennale Katrina Rae says, “Sean and Noakes make a difference for good to the Biennale, our artists, community and arts ecology. The selflessness of Sean is inspiring, and his efforts to enrich the lives he touches. The Biennale is grateful to have long-term supporters like Sean, who believe in our vision and want to leave a legacy for the good of our nation.”



Radar’s restoration



Utilising the Noakes 26s, Langman intends to host several two-day regattas for less privileged groups, First Nations people and women from all walks of life. All regattas will be run according to the tried and tested Noakes Youth format whereby each participant helms a race then a nominated helm drives for the last double-points race, followed by a prizegiving.

Another Blue initiative Noakes Group has committed to is mangrove foreshore greening and rehabilitation works within Sydney Harbour. ⚓

13. Letters of community endorsement



Thursday, 3 October 2019

To Whom It May Concern:

It gives us great pleasure in writing this letter of support to the Noakes Group for their submission to supply to the Defence Marine Support Services Programme (DMSSP). Noakes are genuinely committed to supporting real opportunity for Aboriginal and Torres strait Islander people and businesses and closing the gap in social, health, education, employment and economic status between Indigenous and non-Indigenous communities throughout Australia.

As a proud Aboriginal owned organisation, Fresh Start Australia (FSA) works closely with Noakes with a clear aim of increasing the level of Indigenous participation on the project. The initiative by the Noakes to incorporate Indigenous business into their supply chain is a true indication of the message and footprint that their participation in the DMSSP will leave on not only this project but the broader Indigenous communities. Noakes already work with FSA as their waste management provider

Through business expertise, goodwill and networks of companies involved, Noakes have developed a platform that will have a positive impact on Aboriginal and Torres Strait Islander employment and business advancement which will have a more significant impact and improve health, living standards and the social and emotional well-being of individuals, families and communities. Noakes acknowledges that employment not only brings financial independence and choice, it also contributes to self-esteem and healthier environments. Noakes also provides supplemental assistance to a variety social practices to ensure a culturally safe working environments clear career development opportunities and business mentoring and support.

Noakes has displayed a clear focus on the areas of Indigenous business development, health, education and employment, which are recognised as the key drivers for success in addressing the significant disparity in the health, wellbeing and prosperity between Indigenous and non-Indigenous Australians.

Noakes genuinely respects the continuous connection to the land and the environment that the traditional custodians will always have. Noakes and FSA will work closely together to ensure that local Aboriginal and Torres Strait Islander people will play a key role in ensuring there is minimal impact on the land, water and air, through the delivery of innovative and sustainable practices such as waste management programmes and closed the loop initiatives. Noakes have worked with FSA as their waste management provider to not only reduce the amount of waste they are creating that goes into landfill but to also working with FSA and our recycling partners on programmes to create products from recycled plastics that can be re-used within their operations. This is an ongoing project but the time Noakes has spent indicates their commitment to sustainability and finding a viable solution to Australia’s rising stockpiles of used plastic.

We can sincerely say that Noakes appointment to the DMSSP will provide a significant positive impact on the local Aboriginal and Torres Strait Islander community.

Sincerely,

Daniel Phillips
Chief Executive Officer
Fresh Start Australia Pty Ltd
0423 688 408



UMBARA

Mr Sean Langman
CEO Noakes Group Pty Ltd
6 John St Berry's Bay
North Sydney 2060

27th September 2019

Dear Mr Langman,

Thank you very much for sponsoring and supporting our indigenous community association and providing slipping, servicing and anti-fouling of our commercial vessel "Lithgow" free of charge, this commitment is of fundamental importance, and underpins our financial viability.

We provide a vital tour facility for cultural education of significant harbour sites on the vessel Lithgow.

Without your companies support our community objectives would be undeliverable.

Thank you
Sincerely yours

Mr David Bird
Chairman

Umbara Indigenous Maritime Experiences Inc.

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Landscaping

Science &
Technology

Hospitality

Labour Hire

Recruitment

Traffic
Management

Health

25 September 2019

To Whom It May Concern



LETTER OF SUPPORT

New Start is a proud 100% Indigenous owned organisation who acknowledges the Traditional Owners of the lands on which we work. As part of our efforts to leave a sustained, positive footprint in the communities and broader economies in which we operate, New Start has a strong focus on improving Indigenous employment outcomes and strongly relies on the Noakes partnership to continue in a real and genuine direction.

First of all I want to thank you for the already positive steps that Noakes has embarked upon towards a positive and brighter future for our First Peoples. We believe that together we can leave a very powerful mark on Indigenous employment outcomes throughout local communities surrounding Noakes projects.

New Start will continue to work closely with Noakes to provide a "FRAMEWORK" that focuses on addressing workforce skill gaps development of stronger career pathways as well as supporting the economic and social wellbeing of Aboriginal people.

New Start has developed partnerships between major organisations and education sectors to deliver real change for Aboriginal people wanting to enter this specialised industry and improve career pathways for existing Aboriginal staff.

New Start will continue to work closely with Noakes to deliver pre-employment training and mentoring programs which have a clear focus on providing holistic personalised support for all candidates and key stakeholders throughout the employment journey.

New Start will work closely with Noakes to support local and rural employment districts, specialty projects, industry corporations, and affiliated industry organisations, public industry support divisions, all industry services and industry advisory boards with a clear focus to continue to provide sustainable opportunity and support for Aboriginal and Torres Strait Islander peoples entering the workforce and continuing their own career development in this specialised industry.

New Start will continue to partner closely with Noakes to close the gap in health and employment outcomes between Aboriginal and non-Aboriginal people by providing culturally safe and competent working environment through the unique pre-employment training and transition to work programs, recruitment and on-going mentoring and support to all key stakeholders of the DMSSP project and the wider Noakes business with the aim to increase the representation of Aboriginal and Torres Strait Islander employees and businesses across projects.



Construction
Civil & Rail

Trade
Services

Mining Resources
& Energy

Maintenance

Cleaning

Landscaping

Science &
Technology

Hospitality

Labour Hire

Recruitment

Traffic
Management

Health



From an economic and social perspective, the New Start and Noakes partnership believe that every effort should be made to ensure Indigenous people are not subject to continuing chronic underrepresentation in Australia’s labour market. New Start is committed to continuing its support of Noakes in making a significant difference in this important area of economic and social equality for Aboriginal people, and we feel it’s our responsibility to do so. As an organisation New Start is sincerely humbled at the confidence IM Rail has shown in us and the continual support and opportunity they provide for growth of Aboriginal businesses around Australia.

If you require any further information, please feel free to reach out at any time.

Kind Regards



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