



United Nations Global Compact (UNGC)

Communication on Progress (COP) - Year 2

March 2012



2 March 2012

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Our second year as a signatory of the UNGC is now complete and we would like to take this opportunity to communicate our progress across our broad range of global stakeholders.

We have continued a period of discovery to better understand how we can grow and strengthen our business through active engagement with other companies and institutions within the UNGC. During 2011, our company has been an active member of the Australian UNGC Australian Network.

GHD is a major international, professional services company built around strong core staff values and a sustainable business model which align very readily to the 10 Principles of UNGC. Our annual progress against these principles is contained in 2011 Annual Review and 2011 Sustainability Report, both included as part of this document.

The table below is a COP 'road map' that correlates the Annual Review and Sustainability Report to the UNGC 10 Principles.

Highlights of Year 2

- Further development to enhance the GHD Integrity Management System to strengthen our business practices around the globe as part of Principle 10 - Anti-corruption.
- Participation in the UNGC Australian Network Anti-corruption Working Group as a case study presenter.
- Continued sponsorship and resources support for 'MSABI' Community Water and Sanitation Program in Tanzania as part of Partnerships in Development.

Statement of Continued Support for UNGC

GHD remains strongly committed to our alignment with the UNGC 10 Principles while acknowledging the resilience to be achieved in striving for Corporate Sustainable Leadership within our sphere of influence. This commitment includes an ongoing process of continuous improvement and open communication with stakeholders from all our people and management.

Yours faithfully
GHD Pty Ltd

A handwritten signature in black ink that reads 'Ian Shepherd'.

Ian Shepherd
CEO



COP Road Map

UNGC Principles		GHD 2011 Annual Review	GHD 2011 Sustainability Report
Human Rights			
1	Businesses should support and respect protection of internationally proclaimed human rights	Our People (p5)	
2	Make sure that they are not complicit in human rights abuses	Our People (p5)	
Labour			
3	Businesses should uphold the freedom of association and the effective recognition of the collective bargaining	Our People (p5)	
4	The elimination of all forms of forced and compulsory labour	Our People (p5)	
5	The effective abolition of child labour	Our People (p5)	
6	The elimination of discrimination in respect of employment and occupation	Our People (p5)	
Environment			
7	Businesses are asked to support a precautionary approach to environmental challenges	CSR HSE (p7) Environment (p12)	Corporate Responsibility (p1)
8	Undertake initiatives to promote greater environmental responsibility	CSR HSE (p7) Environment (p12)	Initiatives (p1)
9	Encourage the development and diffusion of environmentally friendly technologies	Environment (p12)	Sustainable Client Projects and Innovation (p2)
Anti-Corruption			
10	Business should work against corruption in all forms including extortion and bribery	Chairman's Report CSR IM (p7)	
Partnerships in Development			
MSABI Community Water & Sanitation in Tanzania		CSR (p6)	GHD in the Community (p1)
Indigenous Communities in Australia		CSR (p6)	



2011 Annual Review



GHD at a glance

GHD is one of the world's leading engineering, architecture and environmental consulting companies.

Who we are

Established in 1928, GHD is one of the world's leading engineering, architecture and environmental consulting companies.

Wholly-owned by its people, GHD has a long tradition of combining global reach, local capabilities, technical skills and innovative approaches to solve our clients' toughest challenges.

What we do

Our global network of engineers, architects, planners, scientists, project managers and drafters collaborate to improve the built, economic and social environment of the communities in which we operate.

We provide multi-disciplinary services covering the full life cycle of projects including water treatment plants, mines, buildings, roads and the environment.

How we benefit clients

GHD is a client-centred company. We are dedicated to understanding and helping our clients achieve their goals. Having successfully completed thousands of projects around the globe, we have the relationships, knowledge and ability to meet our clients' needs.

Extensive training, robust systems and a culture of idea generation underpin our commitment to quality, safety and innovation.

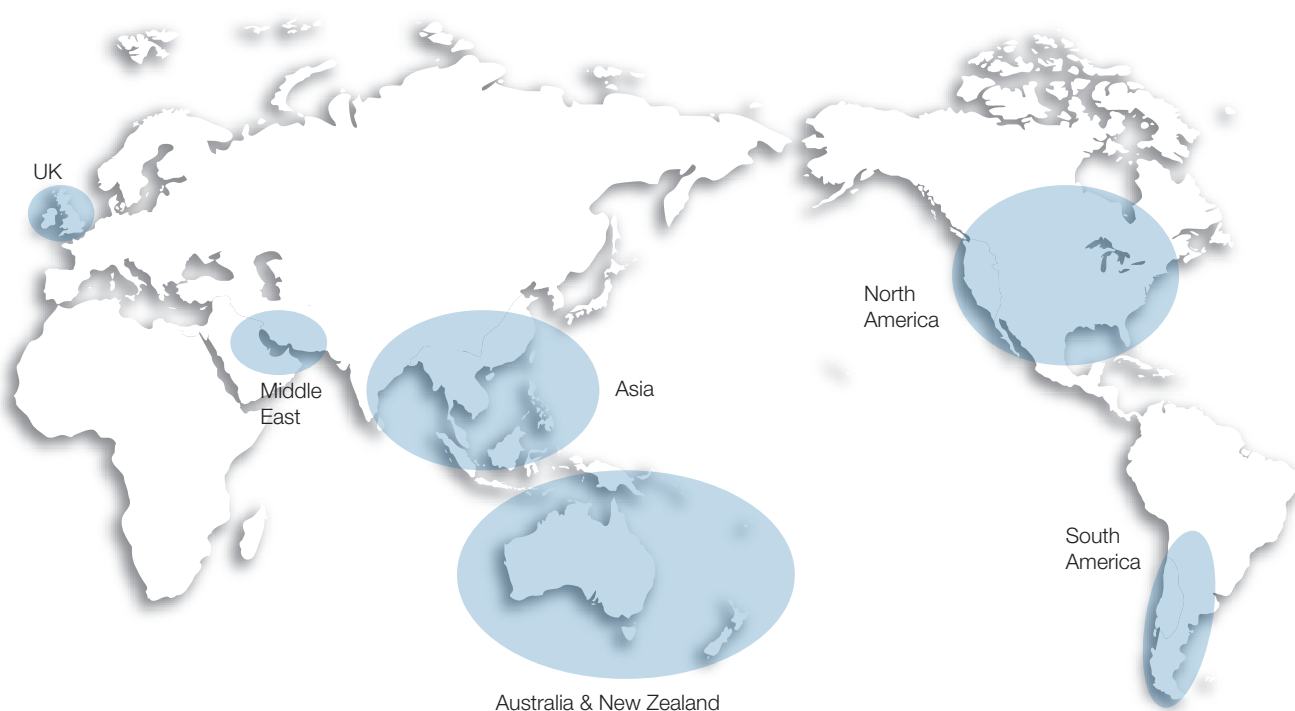
How we operate

GHD's business model is to operate globally and deliver services locally.

Today, more than 6000 people work in 100+ offices across five continents. They are united by the core values of Teamwork, Respect and Integrity.

The cornerstone of our business is our client-centred culture and teamwork-based approach known as One GHD.

We serve clients in the global markets of water, energy and resources, environment, property and buildings, and transportation.



1

team

5

continents

5

market sectors

70

services

100+

offices

5000+

clients

6000

people

\$1002

million AUD

Chairman's message

GHD delivered successfully in 2011, building on the strategic foundations of the past decade.



Des Whybird

At GHD, we continue our commitment to serving our clients as a wholly staff owned company. We believe this is the appropriate structure for the delivery of professional services, as it leads to decision making in the long term interests of our clients.

One GHD

As Chairman, I have the privilege each year of visiting many of our people as well as clients across five continents.

It is both humbling and inspiring to see the commitment of our people to our core values of Teamwork, Respect and Integrity, which makes it possible to function as One GHD.

We therefore see many examples of the delivery of our clients' projects being enhanced through the connection of skills and capability across the GHD network. This is also apparent in our involvement with charitable organisations and support of disadvantaged communities around the world. In particular, we are proud of the way our people have stood side by side with their communities during the recovery efforts following recent natural disasters, including those in Christchurch and Queensland.

Client-centred culture

Our clients appreciate that GHD does not have a head office. Rather, we have effective leadership and robust systems throughout the company, which encourage technical innovation in the timely delivery of our projects.

Continuous improvement

Our people continue to work hard to enhance their skills. The GHD Business School is an outstanding success, and ensures the development of future technical and management leaders. To further support our people, we recognise the ongoing need to develop our systems and streamline processes.

Outlook

Recent years have presented many challenges to our clients as well as GHD. We feel that we have faced these challenges in accordance with our values, and learnt from them with the support of our clients, emerging as a stronger company. This is not just in a financial sense, but more importantly in terms of achieving good governance and operating in an ethically and socially responsible manner.

As this is my last year as Chairman, I am confident that our people will maintain and enhance their commitment to providing excellent client service into the coming year and beyond.

A handwritten signature of Des Whybird in black ink.

Des Whybird
Chairman

Client-centred services and enhanced internal capabilities helped GHD achieve another year of sustained performance.

2011 was a year that presented GHD with an array of challenges and opportunities.

Despite this, we made positive steps towards a renewed period of growth. We sustained our gross revenues and generated stable cash flows.

Operations

We have seen encouraging progress across the globe:

- The Australian and New Zealand markets continue to provide a diverse range of opportunities
- Our business in the Americas is growing and we look forward to the expansion of our service offering
- Our team in Asia is committed to strengthening our client relationships to harness future opportunities
- Our rich history in the Middle East is positioning us as a leading service provider in infrastructure
- In the UK, our expansion plans are taking shape, with the recent integration with CollinsonDutton Ltd

Markets

During the year, we developed our business against the key priorities outlined for each of our market sectors. Notably, we saw growth in the environment sector, driven by investments in urban infrastructure and resources.

We expanded our capabilities in the energy and resources sector in support of the Engineering, Procurement and Construction Management (EPCM)

methodology favoured by many of our clients.

On the transportation front, we registered significant wins and enhanced our global capabilities. In property and buildings, we have started to realise the benefits of an industry focused approach. Our technical capabilities across the entire water life cycle are demonstrating leadership and driving growth in this sector.

Highlights

- Reinforced the importance of technical leadership through the appointment of five Global Technical Leaders
- Further embedded innovation and sustainability principles into our business
- Improved our client relationship management approach to achieve closer engagement
- Achieved a period of 3.4 million hours free Lost Time Injury and further enhanced our health, safety and environment systems

Looking to the future, our success will be driven by GHD's collaborative approach to integrated project delivery, aligned to the specific needs of our clients.



Ian Shepherd
Chief Executive Officer



Ian Shepherd

Clients



GHD caters to thousands of clients, small and large, private and public, across our five global market sectors.

We are proud of the work we do and adopt an open approach that encourages collaboration between our people, clients, partners and the community.

At the heart of every interaction is our client-centred culture and teamwork-based approach known as One GHD. These two elements influence our entire working philosophy - from the way we listen and communicate, to the way we address and solve our clients' challenges.

Continuous improvement

In alignment with our strategy, we are constantly looking for ways to be more effective in our dialogue with clients. We strive to meet the unique requirements of each client, while adding value at every stage of the project with fresh perspectives, new technologies and practical solutions.

This year, many of our clients provided feedback on our service and project delivery. We value these open and frank discussions, which enable us to continuously refine our client relationship management model. As a result, we have made changes to teams and working practices to provide greater integration, responsiveness and coordination of services.

Innovation

At GHD, innovation is part of everything we do - from developing innovative technologies to solving our clients' infrastructure challenges and finding ways to streamline our own business processes.

Our Innovation Program uses a three-stage approach in its development and application, to tap into the collective creativity and knowledge of our people and partners:

- **Stage 1 – Within GHD**

To date, there are over 6000 collaboration posts for more than 1700 ideas generated by our people.

- **Stage 2 – On client projects**

Several GHD ideas have won awards and secured provisional patents.

- **Stage 3 - In industry**

GHD is a principal supporter of the *Innovation Interchange*, an exclusive business-to-business global community established to identify, collaborate and solve infrastructure challenges.

Our Innovation Program will continue to play an integral part in GHD's strategy. By identifying the most pressing challenges, uncovering new ideas, sharing our passion and stirring up some lively debate, we can make a valuable difference to our clients' projects.

(innovations)ⁿ



Since the company's inception 83 years ago, GHD's greatest strength has been our ability to listen, understand, share and collaborate with clients.

While our people are diverse in terms of skills, languages, cultures and backgrounds, they are united by a common set of values and an unwavering commitment to client success.

2011 highlights:

- **Retention** - We continue to maintain a stable retention rate of 85 percent, reflecting an engaged workplace where people can reach their potential.
- **Graduate recruitment** - 195 graduates joined GHD, of which 69 percent are engineers, and 34 percent are female.
- **Diversity** - GHD has built an inclusive workplace that is rich in diverse people, talent and ideas. We continue to create employment pathways for Indigenous people.
- **Career and leadership development** - A range of strategic recruitments were undertaken bringing enhanced capabilities across most operations, in particular the energy and resources and transportation sectors. We continue to focus on succession planning and senior leader development.
- **GHD Business School** - Our award winning branded approach to training, learning and development maintained a core curriculum of 140 programs and delivered over 2800 face-to-face learning opportunities.
- **Young Professionals** - Membership of this vital networking group continues to grow, cementing GHD's commitment to helping our future leaders build strong working relationships with their peers.

Technical leadership

A passion for technical leadership allows GHD to provide top-level guidance to our clients backed up by strong operational experience and business acumen.

To ensure our people stay relevant and able to identify new trends that can benefit project delivery, we continue to refine our Technical Leadership Model. This approach influences the career progression, development and technical capability of our people.

In 2011, we appointed five Global Technical Leaders to align with our five global markets.

These highly respected professionals provide focused leadership and support to our technical community - Service Line Leaders, Service Line Coordinators and practitioners. They work closely with our Global Market Leaders to refine our technical areas of practice to meet present and future opportunities.

Corporate social responsibility



Board

The GHD Board of Directors provides governance and strategic direction through its charter, protocols and constitution. The Board focuses on strategic issues, governance and policy development. Strategy implementation and management responsibilities are led by the CEO and supported by General Managers, Global Market Leaders and management teams across our operations.

Directors

- **Des Whybird**, Chairman - BE (Hons), FIEAust, FAICD
- **Ian Shepherd**, Assoc (Civil Eng) Grad Dip Bus, FIEAust, CPEng, MAICD
- **Peter Wood**, Deputy Chairman - B Sc (Hons), Grad Dip Eng Geol, MIEAust, MAICD, MAusIMM
- **Russell Board**, BE (Civil), FAICD, FIEAust, CPEng
- **Nick Apostolidis**, BE (Hons), MEng Sci, FIEAust, GAICD
- **John Baird**, BE (Hons), FIEAust, CPEng, GAICD
- **Don Graf**, BS (Zoology), MS (Engineering), CEEP
- **May Ngui**, BAppSc (ElecEng), MIEAust, GAICD
- **Rob Knott**, BE (Electrical), FIEAust, MAICD

External Committee Members include:

- **Stephen Skulley**, MBA, M Petroleum Engineering, BE (Mech)
- **Rob Kella**, B Ac (Hons), CPA (USA), CA
- **Kerry Smith**, B Ec (Syd), CA
- **Leith Bouilly**, B Ru Sci (UNE), Dip Bus Stud (UNE), FAIM, FIAMA, FAICD

The Board is also supported by our Company Secretary, **Lisa Elbourne**, BBus, CPA, ACIS, GAICD.

GHD in the Community

For many years now, we have engaged in a broad range of Corporate Social Responsibility initiatives under the umbrella of our GHD in the Community Program. These include financial contributions to not-for-profit community organisations, volunteering our people's time, providing pro-bono services and responding to catastrophic events.

2011 support:

- **MSABI** - For the past three years, we have sponsored this safe water, sanitation and hygiene initiative in Tanzania. The inspiration of GHD's Dale Young, MSABI uses local materials, local skills and adapted low cost technologies to install safe water points and environmentally safe compost pit latrines.
- **Indigenous communities** - We are facilitating employment opportunities through the provision of scholarships, and are working with Engineers Without Borders to assist the Yorta Yorta Nation Aboriginal Corporation.
- **Natural disasters** - We responded to recent catastrophic events including the tsunami in Japan, cyclones and devastating floods in Queensland and the Northern Territory, bushfires in Perth, as well as earthquakes in New Zealand and Chile.
- **Not-for-profits** - We support vital causes through staff involvement and contribute to fundraising activities. This year, we assisted a broad range of organisations and causes around the world including schools, disadvantaged communities, environmental foundations, healthcare groups, the Cancer Council and the Leukaemia Foundation as well as humanitarian organisations such as RedR Australia, The Red Cross, Habitat for Humanity, Engineers Without Borders and more.

Corporate social responsibility



GHD's coordinated approach to health, safety and environment, sustainability, quality and integrity management provides the structure required to manage organisational and project risks.

Outlined below is GHD's commitment to these practices and some highlights of initiatives undertaken in 2011.

Quality

Upholding the quality of the services we deliver remains the foremost component of our client engagement strategy. Since 1993, GHD has operated under a Practice Quality Management System (QMS) which is certified by Lloyds Register Quality Assurance (LRQA) to international standard ISO 9001: 2008.

During the year, we expanded our QMS certified offices, notably our operations in the USA, Canada and China. In addition, we successfully completed our ISO 9001 re-certification audit undertaken by LRQA. The certification is now valid until March 2014.

Integrity management

We remain focused on business integrity and the role we play in the communities in which we operate. This year, we strengthened our approach through the refinement of our Integrity Management System.

Our people understand their responsibility to sustain GHD's heritage and strong reputation as an ethical and socially responsible company.

Health, Safety and Environment (HSE)

GHD's efforts to focus attention on risk management and maintaining a strong HSE culture, continue to produce performance improvements throughout the business and the delivery of our clients' projects.

Our most significant achievement in 2011 was the integration of our HSE systems. This new platform has streamlined business processes and improved our people's levels of engagement. In short, it has provided us with a framework for future performance improvements.

Other HSE highlights include:

- Winning the Best Health & Safety Management System Award from Worksafe Victoria.
- Refining our crisis management approach, with the use of SMS technology to facilitate communications with our people during crisis periods.
- Launching a RiskLine Travel Portal for identification of country risk ratings and provision of safety and security information.
- Supporting our people and their families through various natural disasters.
- Realising 3.4 million hours without any Lost Time Injury.
- Achieving EMS re-certification to ISO 14001. This demonstrates the continual improvement of our EMS in managing the environmental risk, impacts and opportunities of our operations.
- Energy & carbon management - In line with GHD's focus on energy efficiency, our operations in Victoria, Newcastle and Sydney have invested in accredited green power.

Financial highlights



Report

GHD has achieved another successful year of robust performance, despite the disruption of a series of natural disasters which impacted our clients' businesses.

Against this challenging backdrop, we increased global revenues by AUD4 million to AUD1002 million, the second highest in GHD's history. Yet, had Australian currency relativities remained constant, the increase would have been AUD40 million.

This buoyant financial result is a testament to the dedication of our people and their unwavering commitment to servicing our clients' needs.

Our performance has enabled us to build a stronger balance sheet, maintain very low debt and invest in important strategies designed to achieve growth in coming years.

GHD enters 2012 on a strong financial footing, well positioned to build on its continued investments in people, processes and technology.

Phillip Bradley
General Manager Finance

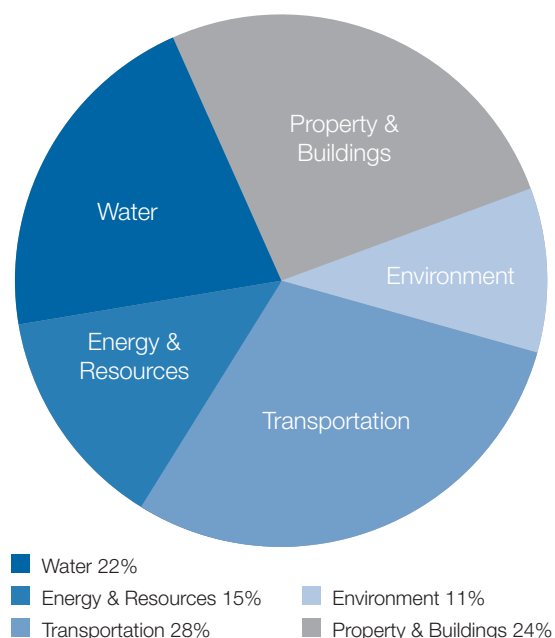
Consolidated Balance Sheet

As at 30 June 2011
AUD millions

	2011	2010	2009
Current Assets	251.7	260.2	272.2
Non Current Assets	140.1	145.4	154.5
Total Assets	391.8	405.6	426.7
Current Liabilities	164.5	171.7	155.4
Non Current Liabilities	63.3	76.3	119.7
Total Liabilities	227.8	248.0	275.1
Net Assets	164.0	157.6	151.6
Equity	164.0	157.6	151.6

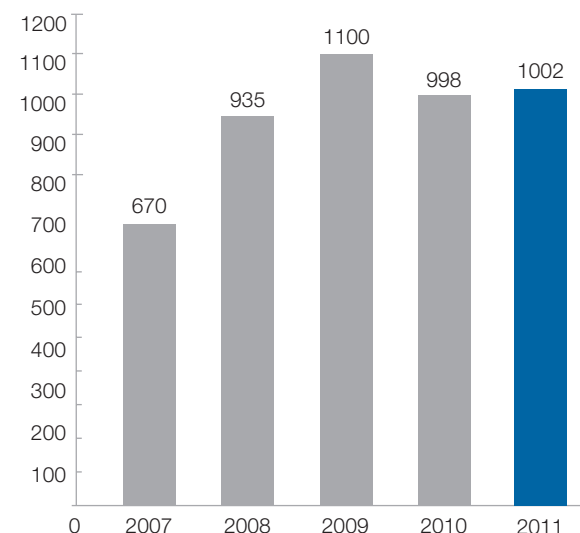
Source: Consolidated Financial Statements as at 30 June 2011 for GHD Group Pty Ltd.

2011 Revenue by Global Market Sector



Statement of Revenue

AUD millions



Auditor's Statement

We have audited the accompanying summarised financial information of GHD Group Pty Limited (the "Company"), comprising the summary Consolidated Balance Sheet as at 30 June 2011 and the summary Statement of Revenue for the year ended 30 June 2011, which were derived from the financial report of the Company for the year ended 30 June 2011. We expressed an unmodified auditor's opinion on that financial report in our auditor's report dated 25 August 2011.

The responsibility of Directors for the summarised financial information

The Directors of the Company are responsible for the preparation and fair presentation of the summarised financial information in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations).

Auditor's Responsibility

Our responsibility is to express an opinion on the summarised financial information based on our procedures which were conducted in accordance with Australian Auditing Standards. The Auditing Standards required that we comply with relevant ethical requirements relating to audit engagements.

Auditor's Opinion

In our opinion, the information disclosed in the summarised financial information is consistent, in all material respects, with the financial report from which it was derived. For a better understanding of the scope of our audit, the summarised financial information should be read in conjunction with our report on the financial report.

DELOITTE TOUCHE TOHMATSU

Deloitte Touche Tohmatsu ..

[Signature]

J A Leotta
Partner
Chartered Accountants
Sydney, 25 August 2011

Water



Market snapshot

Global Market Leader Chris Hertle

Global Technical Leader Rip Copithorn

Key services

- Dams
- Desalination
- Irrigation
- Industrial Water & Waste
- Wastewater Collection
- Wastewater Treatment
- Water Efficiency
- Water Quality & Treatment
- Water Sciences
- Waterways & Coastal
- Water Transmission & Distribution

Recent projects

Australia & New Zealand

- Brisbane and Christchurch Rebuilding Efforts, QLD/NZ
- Oakura Sewerage Scheme, NZ
- Werribee River Aqueduct Replacement, VIC
- Wyaralong Water Treatment Plant, QLD

The Americas

- Anne Arundel Arnold Water Treatment Plant, USA
- City of Barrie Nutrient Removal Study, Canada
- Codelco Colon Processing Plant, Chile
- Desalination plants, USA
- Town of Chatham, Wastewater Mgt. Planning, USA

Asia

- Manila Sewerage Implementation, Maynilad Water Services & Manila Water Corporation

Outlook

The year ahead will see us working on a wide range of water projects based on the urban water cycle and irrigation sectors in Australia, the Americas and the Middle East. Desalination continues to be a focus, particularly in the USA, South Africa and China as pressure on traditional water sources increases. Providing water services to the energy and resources sector is an area of great potential in Australia, South America and Asia.

Case studies

Desalination, USA

GHD's reputation in desalination continues to rise. Our people are currently working on a range of Seawater Reverse Osmosis (SWRO) plants including:

- 189 ML/d City of Carlsbad
- 189-568 ML/d Camp Pendleton
- 189 ML/d City of Huntington Beach
- 28 ML/d South Orange County

Town of Chatham MA, USA

The Town of Chatham partnered with GHD to develop a comprehensive wastewater management plan - the first of its kind on Cape Cod. The project plan and implementation schedule are designed to meet stringent non-point source nitrogen Total Maximum Daily Loads for the four coastal estuaries which surround Chatham.

The plan also addresses wastewater and stormwater related impacts to the town's drinking water supplies and freshwater ponds. This 12-year planning process has worked to address stakeholder concerns and build town support to facilitate implementation. The project was awarded the Grand Prize for Planning by the American Academy of Environmental Engineers.

Wyaralong Water Treatment Plant, Australia

GHD was engaged by Seqwater to provide detailed design and documentation for the new water treatment plant at Wyaralong in South East Queensland. The new plant is a key component of the State Government's long term strategy to increase water security and reliability for the Logan and Scenic Rim communities. When complete, the plant will treat water from various sources along the Logan River, including Bromelton Off-Stream Storage, Cedar Grove Weir and Wyaralong Dam.

Working to a short timeframe, our team produced the detailed design for a 180 ML/d plant, with a Stage 1 capacity of 75 ML/d. We addressed a number of technical challenges including site constraints, high raw water hardness, high levels of bromide and pathogen reduction.



Case studies

Hawsons Magnetite Iron Ore Mine, Australia

GHD has conducted a pre-feasibility study for an iron ore mine, located 60 km south-west of Broken Hill. This is a continuation of our earlier involvement in a scoping study to investigate the viability of the project. Engaged by Carpentaria Exploration Ltd, GHD has successfully progressed the project through the first pre-feasibility stage. Our team has provided a range of solutions encompassing mining method, pit/dump design, mining equipment assessment, processing design and equipment selection, on-site infrastructure and financial modelling. We continue to provide environmental, transport, port and mining optimisation services as the project progresses towards the feasibility study stage.

QCLNG Export Pipeline, Australia

As owner's engineer for QGC Pty Limited on the QCLNG export pipeline, GHD is helping ensure the pipeline transporting Coal Seam Gas (CSG) has been designed in accordance with Australian standards and regulatory requirements. Our team is supporting QGC in all phases of pipeline engineering including technical support to review documentation for pipeline, process, mechanical, civil, safety, environmental, instrument and electrical engineering. The export pipeline is a critical part of the project infrastructure that will enable QGC to efficiently transport the CSG at high pressure from the gas fields to the Liquefied Natural Gas (LNG) production facility on Curtis Island, near Gladstone.

Taysan Copper Mine, The Philippines

GHD has examined the feasibility of providing power to the proposed mine in Taysan, 110 km south of Manila. When developed, the mine will treat 30 Mt/y of copper concentrate as well as some gold, silver and magnetite. GHD was engaged to provide advice for a cost effective solution to meet forecasted electrical energy loads for both the mine and the port facility. The type of fuel and form of generation is also being considered with choices including shipped coal, oil, diesel or LNG from nearby major oil and gas terminals.

Market snapshot

Global Market Leader David Luscombe

Global Technical Leader Richard Fechner

Key services

- Environmental Services
- Hydrocarbons Processing and Transportation
- Industrial & Electrical Engineering
- Materials Handling
- Minerals Processing
- Mining Engineering
- Mining Geosciences
- Resource Evaluation
- Power Generation & Delivery
- Renewable Energy
- Tailings

Recent projects

Mining

- MCC Cape Lambert Feasibility Study, Australia
- Shenhua Watermark Exploration Study, Australia
- Southdown Joint Venture Feasibility Study, Australia

Power

- Power and Water Corporation Expansion, Australia
- Taysan Copper Mine Feasibility Study, Philippines
- Verve Energy High Efficiency Gas Turbine, Australia

Oil & Gas

- GNLG Upstream, Australia
- Jemena Gas Pipeline, Australia
- QCLNG Export Pipeline, Australia

Outlook

Our operations in Australia, Chile and the Philippines will undertake diverse projects, driven by the world's demand for resources. Our mining clients will benefit from broader services, ranging from exploration management to feasibility studies and construction management. On the energy front, coal seam gas projects are on the rise and we are increasing our profile with major LNG developments. Plus, traditional and renewable power opportunities are being realised to meet growth.

Environment



Market snapshot

Global Market Leader Christine Wyatt

Global Technical Leader Fouad Abo

Key services

- Air & Noise
- Climate Change
- Contamination Assessment & Remediation
- EIA & Approvals
- EMS & Audits
- Forestry Management
- Natural Resources
- Spatial Sciences
- Stakeholder Engagement
- Waste Management
- Water Sciences

Recent projects

Australia

- Alpha Coal Project EIS, QLD
- Australian Bushfire Risk Study, ACT
- Gladstone Port Dredging & Disposal, EIS, QLD
- Murrumbidgee Irrigation Renewal Alliance, Approvals & Stakeholder Engagement, NSW
- Southdown Magnetite Mine Project, Public Environmental Report, WA
- Westlink Project CIS, VIC

Asia, the Middle East & the Americas

- Ballast Water Risk Assessment, Qatar
- Environment Agency Health and Safety Management System Framework, Abu Dhabi
- HidroAysen EIA & Stakeholder Engagement, Chile

Outlook

GHD's environment business continues to grow as we partner with our clients to respond to legislative drivers which demand impact minimisation, transparency of approval processes, and involvement of communities and stakeholders in major development projects. Investments in urban infrastructure and resource development will strengthen our future growth, as we respond to evolving management approaches for industry.

Case studies

HidroAysen Transmission System, Chile

In Chile, HidroAysen is harnessing the power of the Baker and Pascua rivers to create five hydroelectrical power stations. This energy will eventually be connected to Chile's Central Interconnected System which supplies more than 93 percent of the country's requirements.

GHD is undertaking an Environmental Impact Study of the power transmission line spanning 67 communities along its 2,000 km length.

Minimbah Bank Third Track Biodiversity, Australia

As part of the Hunter 8 Alliance, GHD has prepared a Biodiversity Offset Package to satisfy consent requirements. The project involved the construction of 10.8 km of rail track running alongside the existing two tracks in the Hunter Valley. Biobanking was chosen as the means of offsetting using a 74 hectare biobank site, owned and managed by the Wonnarua Nation Aboriginal Corporation.

The Offset Package will provide funding for management of biodiversity at the site and indigenous employment opportunities during rehabilitation activities.

Townsville Marine Precinct, Australia

The Port of Townsville has recently delivered a new multi-use industrial marine precinct facility. GHD played a pivotal role in this process, providing integrated services across environmental and engineering disciplines to progress the project from conceptual design through to an operational site.

We worked closely with the port to complete more than 30 studies across onshore and offshore elements. This included examination of breakwater options, hydrological and sediment transport investigations in addition to ecological and social impact assessments. Findings supported delivery of the Environmental Impact Statement.



Case studies

Al Wakra Hospital, Qatar

GHD was the principal consultant for the design and post contract supervision of the Al Wakra Hospital. The design for this new 325 bed state-of-the-art acute care hospital is based on a holistic approach to patient care.

With a built-up area of more than 125,000 m², the hospital provides medical and surgical care to the south of Qatar.

Kerikeri Police Station, New Zealand

A new police station in the Bay of Islands is benefiting staff and the community. GHD designed the new facility to streamline police operations and bring staff together under one roof.

Influenced by Kerikeri's historic buildings and Maori culture, the building features stonework and glass. It replaces three small buildings, one dating back to 1957.

The 1000 m², two-storey station serves as the area headquarters and features interview rooms, a community meeting room, training facilities and holding cells.

Richlands Rail Station, Australia

As part of the Horizon Alliance's Darra to Springfield Transport Corridor, GHD has designed the Richlands Rail Station, a highly functional and elegant regional interchange station in Brisbane.

The station precinct includes an island railway platform, bus interchange, passenger drop-off, secure cyclist facilities and a large park-and-ride facility.

The development incorporates sound Crime Prevention Through Environmental Design (CPTED) principles, strong and functional architectural forms and commissioned community integrated public art into this successfully operating facility.

Market snapshot

Global Market Leader Paul Morris

Global Technical Leader Paul Murphy

Key services

- City & Community Development
- Defence & National Security
- Industrial & Resources Facilities
- Indigenous Services
- Social Infrastructure
- Transport Facilities
- Workplace & Lifestyle

Recent projects

Australia

- Calvary Hospital Intensive Care Unit, ACT
- Hardened and Networked Army Facility, Edinburgh Defence Precinct, Department of Defence, SA
- Horizon Alliance Richlands Station, QLD
- Oxford Youth Foyer, WA

New Zealand

- Kerikeri Police Station, NZ
- Habitat for Humanity GHD House Fitout, NZ

Middle East

- Al Wakra Hospital, Qatar
- Oryx Rotana Hotel, Qatar

Asia

- Huyuan Jin Wai Tan Stage 2, China
- Rumah Baru Passenger Freight Terminal, Cocos (Keeling) Islands

Outlook

While market conditions remain tight, we are developing key opportunities for growth in a range of sectors. These include transport facilities, industrial and resources facilities, defence and national security in Australia and the Middle East as well as workplace and lifestyle in China. Building Information Modelling (BIM) continues to underpin our integrated service delivery.

Transportation



Market snapshot

Global Market Leader Ian Dawson
Global Technical Leader Bernard Shepherd

Key services

- Asset Management
- Airports
- Bridges
- Economics
- Intelligent Transport Sys.
- Maritime & Coastal
- Pavement Engineering
- Railways
- Roads & Highways
- Road Systems
- Supply Chain Logistics
- Tunnelling
- Transport Planning & Traffic Engineering

Recent projects

Australia & New Zealand

- Abbot Point Port Expansion Studies, QLD
- Ahuri to Napier Transportation Link, NZ
- Bureau of Infrastructure, Transport & Regional, Toll Road Forecasting, ACT
- Gold Coast Light Rail, QLD
- Metro Underground Rail System, VIC
- RAAF Tindal Base Aircraft Pavements, NT
- Perth City Link Rail Alliance, WA
- Port of Townsville Expansion, QLD
- South Road Superway, SA
- Surfers Paradise Traffic Modelling Plan, QLD

Asia & the Americas

- Changsha South Bus Station Transport Hub, China
- San Antonio Port Expansion, Chile

Outlook

We are focused on growing an integrated transport business across modalities - aviation, marine, rail, roads and highways - in the five continents in which we operate. We will also leverage our integration with CDL to develop rail opportunities in the UK, Australia and the Middle East.

Case studies

Ahuriri to Napier Transportation Link, New Zealand

In the Hawkes Bay region, GHD is undertaking a feasibility study to assess public transport links between Ahuriri and Napier. Options being assessed include buses, light rail as well as replica and historic trams. As part of the project, our transport professionals are examining the design and commission of buses with Art Deco styling, in line with Napier's iconic architecture.

San Antonio Port Expansion, Chile

GHD is creating a blueprint for the expansion of San Antonio Port, Chile's largest freight hub. Our team has undertaken engineering studies for the expansion of the facility including roads, potable water, sewerage and power supply.

Divided into two phases, the project will improve roads to and from the port and facilitate access to San Antonio city. It will also generate definitive construction infrastructure within the port including a temporary buffer area for parking and for the control of trucks entering the facility. The project also involves coastal and river protection measures to preserve the natural environment.

South Road Superway, South Australia

As the lead design consultant for the Urban Superway Joint Venture, GHD is collaborating on the South Road Superway project in Adelaide. Our team is providing a broad range of design services including roadworks, geometry, bridges, geotechnical, Intelligent Transport Systems, pavements, environment, drainage, electrical, GIS and more.

As the state's most complex engineering road construction project to date, the project upgrades a 4.8 km section of South Road to expressway standards including 2.8 km of elevated roadway. Scheduled for completion in 2013, the South Australian Government's Department for Transport, Energy and Infrastructure expects the project to improve access for local businesses and the surrounding residential and commercial area.

GHD provides the full range of services required to investigate, plan, develop, design, build, maintain and improve the natural, built and social environment around the globe.



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|--|---------------------------------------|--|
| • Air & Noise | • Industrial Water & Waste Management | • Risk Management |
| • Airports | • Instrumentation & Control | • Road Systems |
| • Architecture | • Integrated Water Management | • Security |
| • Asset/Facilities Management | • Intelligent Transport Systems | • Spatial Sciences |
| • Bridges | • Interior Design | • Stakeholder Engagement |
| • Climate Change | • Irrigation | • Structural |
| • Communication Systems | • Land Development | • Tailings |
| • Construction Management | • Landscape Architecture | • Training |
| • Contamination Assessment & Remediation | • Maritime & Coastal | • Transport Planning & Traffic Engineering |
| • Dams | • Materials Handling | • Tunnels |
| • Drafting | • Materials Technology | • Waste Management |
| • Electrical Engineering-Building | • Minerals Processing | • Wastewater Collection Systems |
| • Electrical Engineering-Industrial | • Mining Engineering | • Wastewater Treatment & Recycling |
| • Environmental Impact Assessments & Approvals | • Mining Geosciences | • Water Efficiency |
| • Environmental Management Systems & Audits | • Natural Resources | • Water Quality & Treatment |
| • Food Processing | • Pavement Engineering | • Water Sciences |
| • Forestry Management | • Planning | • Water Transmission & Distribution |
| • Geology | • Plant Engineering | • Waterways & Coastal |
| • Geotechnical | • Power Delivery | • Water & Wastewater Strategy & Planning |
| • HVAC | • Power Generation | • Urban Transport Policy & Economics |
| • Hydraulics-Buildings | • Project Controls | |
| • Hydrocarbons Processing | • Project Management | |
| • Hydrocarbons Transportation | • Railways | |
| • Hydrogeology | • Renewable Energy | |
| | • Resource Evaluation | |

To find out more about our services, visit **www.ghd.com**



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Achievements & awards



Rankings

Engineering News Record

Globally, GHD was ranked 41st in the Top 150 Global Design Firms Survey and 60th in the Top 200 Design Firms Survey. As part of the latter list, we were positioned eighth in the international sewerage and waste market.

Business Review Weekly

In Australia, GHD was ranked 46th in the 2011 Business Review Weekly Top 500 Private Companies listing.

Awards

AUSTRALIA

Australasian Corrosion Association

- 2010 David Whitby Review Paper Award: Peter Dove

Australasian Transport Research Forum

- 2010 David Wills Memorial Prize: Daniel Veryard

Australian Geomechanics Society

- 2010 General Practitioner: Andrew Leventhal

Australian Institute of Landscape Architects - ACT

- 2010 Future Leaders Award: Darcy Ginty
- 2010 Design Award: Casuarina Sands Recreation Reserve Upgrade
- 2010 Planning Award: Recreational and Visual Opportunities for the Enlarged Cotter Dam and Cotter Precinct

Australian Institute of Project Management Awards 2010

- High Commendation, Regional Development Category: Geelong Performing Arts Centre Playhouse Theatre
- Project of the Year (VIC): Geelong Performing Arts Centre Playhouse Theatre Refurbishment Project
- Regional Development Category (VIC): Geelong Performing Arts Centre Playhouse Theatre Refurbishment Project

Australian Marine Environment Protection Association

- 2010/2011 Australian Marine Environmental Award: Port of Townsville - rehabilitation works

Australian Mining Prospect Awards 2010

- Coal Mining Project of the Year: Managing Rail Safety over Longwall Coal Mining (with Xstrata Coal)

Australian Water Association

- 2010 Young Water Professional of the Year (VIC): Claire Dixon

Brisbane Marketing Enable 2010

- Lord Mayor's Leaders of Innovation Award: Konstantinos Athanasiadis

Consult Australia

- 2010 Silver Award – Environmental Category: Nyrstar Groundwater Interception System
- 2010 Silver Award – Environmental Category: Victorian Desalination Project
- 2010 Silver Award – Water Category: Sugarloaf Pipeline Project

Civil Contractors' Federation 2010 Earth Awards (VIC)

- AUD5-20 million category: Werribee River Sewer Aqueduct project - The Pipelines Alliance
- AUD75+ million category: Sugarloaf Pipeline Alliance
- Project up to AUD1 million category: Lake Condah Water Restoration Project

Engineers Australia

- 2010 High Commendation (NSW) - Engineering for Regional Communities: Swansea Bridge Cathodic Protection
- 2010 Excellence in Project Economy and Ingenuity Award (Newcastle): Managing Rail Safety over Longwall Coal Mining
- 2010 Excellence Award (Newcastle): Managing Rail Safety over Longwall Coal Mining
- 2010 High Commendation (QLD) - Environment Category: The Cleaner Seas Alliance

Achievements & awards



- 2010 Young Professional Engineers of the Year (Newcastle): Andrew Bagnall
- 2010 Young Professional Engineer of the Year (Darling Downs): Tristan Breust
- 2010 Young Professional Engineer of the Year (NT): Dr Elisha Harris
- 2010 Young Professional Engineer of the year (ACT): Christina West
- 2010 Young Professional Engineer of the Year (QLD): Dale Young
- 2010 Commendation, Building Projects Category (SA): Department for Families and Communities, Mount Gambier

Hunter TAFE

- 2011 Metals and Manufacturing Award: Rebecca Warnest

Institute of Transportation Engineers ANZ

- 2010 Emerging Transport Professional: Shaun Smedley

Mount Gambier Chamber of Commerce

- 2010 Outstanding Service Industry Award

Planning Institute of Australia

- Commendation, Rural and Regional Planning Category (NSW): Western Councils' Sub-Regional Land Use Strategy
- Award for Merit, Industrial Planning Category (QLD): Swanbank Enterprise Park

Northern Territory Young Achievers

- 2011 Power and Water Science and Engineering Award: Jacinta Kelly

11th Victorian Coastal Awards for Excellence

- 2010 Award - Natural Environment Category: Williamstown High School (Williamstown Wetlands)

Worksafe Victoria

- 2010 Award - Best Workplace Health & Safety Management System: GHD

MIDDLE EAST

Middle East Arabian Commercial Property Awards

- 2010 Architecture Award (Office) Qatar: Al Bidda Tower

Middle East Economic Digest (MEED) Awards

- 2011 Leisure Tourism Project of the Year - Qatar: Grand Hyatt Resort

NEW ZEALAND

Institute of Professional Engineers

- 2011 Arthur Mead Award for the Environment and Sustainability: Auckland Transport (TetraTrap™)

The Association of Consulting Engineers

- 2010 Silver Award: SH60 Eureka Bend Reinstatement, Takaka

Roading New Zealand

- 2011 Excellence Award for a Medium Road Project: East Coast Road

USA

American Public Works Association

- 2011 Environmental Drinking Water Project Award and the 2011 Technical and Management Innovation Award for projects greater than USD15 million: Onondaga Country Water Authority

International American Academy of Environmental Engineering (IAAEE) Awards

- 2011 Grand Prize for Planning: Town of Chatham Comprehensive Wastewater Management Planning
- 2011 Stanley E. Kappe Award: Sandy Tripp

International Water Association (IWA) Global Project Innovation Awards

- 2010 Honour Award (Small Projects Category): Downtown Scottsdale Booster Station, Arizona



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Sustainability at GHD

“Delivering quality services in balance with the evolving needs of the environment and community is fundamental to our long-term performance.”

Ian Shepherd, CEO

As a leading engineering, architecture and environmental consulting company operating in the global markets of water, energy and resources, environment, property and buildings and transportation, GHD recognises the importance of sustainability to our business.

We actively collaborate with our clients, offering solutions to reduce energy consumption and greenhouse emissions; increase water efficiency; protect biodiversity and become more responsive to community concerns.

Corporate responsibility

GHD aims to enhance business success through our contribution to sustainable development. We assist our clients with their projects without compromising the environment or impacting communities. We seek to make sustainability part of every project, and aspire to continuously improving our operations to reduce their impact.

Sustainability at GHD

GHD manages its environmental impact through an Environmental Management System certified to ISO 14001.

This system includes processes to measure the impact of our operations. One example is the purchase of green energy in our larger operations in Victoria, Newcastle and Sydney, Australia.

As the major impacts arising from GHD are related to our projects, we are committed to:

- Assisting our clients manage the sustainability impacts of their business and projects.
- Assisting our clients manage the sustainability impacts of their business and projects.
- Working with our clients to define sustainability, and aim to meet or exceed their goals.
- Equipping our technical leaders with state of the art tools to help them develop innovative responses to our clients' challenges.

Policy

Our Sustainability and Environment policy reflects GHD's commitment to being a responsible corporate citizen.

We contribute to the goals of sustainable development and are committed to managing the social, economic and environmental impacts of our operations, and assisting our clients to manage theirs in the provision of our professional consulting services.

We recognise innovation as the key to realising this aspiration.

Leadership

GHD provides technical leadership in many forums, focused on achieving sustainable outcomes for our clients' projects. We are appointing a range of Service Line and Business Leaders to assist our people and clients meet this objective.

In addition, many of our people bring a wealth of experience and unique skills, as well as a deep understanding of current and emerging technical issues to realise our clients' sustainable vision.

As an example, one of our senior Environment leaders who is also an EPA Appointed Environment Auditor has recently been elected to the Board of CRC CARE, the Cooperative Research Centre for Contamination Assessment and Remediation of the Environment in Australia.

Initiatives

GHD in the Community

For many years now, we have engaged in a broad range of Corporate Social Responsibility initiatives under the umbrella of our 'GHD in the Community' program. These include financial contributions to not-for-profit community organisations, volunteering our people's time, providing pro-bono services and responding to catastrophic events.

For the past two years, we have sponsored a safe water, sanitation and hygiene initiative in Tanzania. Known as MSABI, this project uses local materials, local skills and adapted low cost technologies to install safe water points and environmentally safe compost pit latrines.

We are also facilitating employment opportunities for indigenous people and working closely with Engineers Without Borders. And, we continue to support vital causes around the world including schools, disadvantaged communities, environmental foundations, healthcare groups and various humanitarian organisations.



Carbon Disclosure

In Australia, GHD has been accepted as a Carbon Disclosure Project (CDP) Silver Consultancy Partner. The CDP is an independent not-for-profit organisation that has developed the largest database of corporate carbon disclosure information in the world. We are one of only five consultancy partners in Australia and are assisting clients wanting to report to the CDP. For example, we have been engaged by PanAust Ltd to undertake a carbon baseline assessment for one of its mines in Laos. We will prepare a carbon information management plan to assist the organisation measure and report its Greenhouse Gas (GHG) emissions to the CDP.

Project Opportunity Assessment

Instead of identifying the 'negative' of impacts, we have developed a unique and powerful tool which focuses on highlighting opportunities. This holistic approach is naturally aligned with our sustainability principles, and is used from project inception.

The POA process often includes working with our clients to develop innovations together. In one case, we identified a solution for a water authority, with a new pipe route saving on capital and operating costs, thereby reducing energy use and impact from construction.

Innovation

Throughout our history, GHD has focused on developing innovations to help our people deliver better results for our clients. Many of these directly impact sustainability, including:

- *Integrated Water Management (IWM) Toolkit* - A proprietary innovative water balance software tool, the IWM Toolkit helps stakeholders to assess the complex interrelationships between different quality source waters and end uses, to arrive at more holistic sustainable solutions. It has won the Association of Consulting Engineers Australia Silver Award 2008 and the Engineers Australia Sydney Division Engineering Excellence Highly Commended Award 2008.
- *TetraTrap™* - Developed to help Auckland City Transport achieve its environmental and sustainability goals, the TetraTrap is a stormwater treatment device that prevents the entry of road pollutants to the city's waterways and harbour. This low-cost, low-maintenance device has a projected asset life of 25 years, can be retrofitted and is proven to increase the capture of gross pollutants by 75 to 175 percent. It was a finalist in the Environmental Sustainability category of the 2010 New Zealand Rounding Excellence Awards, and received the 2011 Arthur Mead Award for Environmental Sustainability.

Helping deliver sustainable client projects

Our vision is to assist our clients with innovative solutions and new approaches to meet the challenges of sustainable development.

Water

Our clients around the world are seeking to further understand water management issues. We have assisted in the delivery of a range of projects that address all elements in the water cycle including:

- *Water Reuse*: GHD was instrumental in the delivery of Western Corridor Recycled Water Project - Australia's largest water recycling scheme and the third-largest advanced water treatment project in the world.
- *Energy Recovery*: We designed a microturbine facility to produce electrical power from digester gas at a wastewater treatment plant.
- *Nutrient Removal*: Our team has completed energy-efficient upgrades to numerous wastewater treatment plants to remove nitrogen and phosphorus from the effluent and thus improve the quality of the receiving water body.
- *GHG Emissions*: Our people are leading the way in researching the impact that wastewater treatment facilities have on GHG emissions, and identifying methods of reduction.

Energy & Resources

Worldwide, there is growth in energy demand as populations increase and nations improve living standards. GHD is working with clients to:

- Reduce the reliance on fossil fuels, such as offsetting Micronesia's reliance on diesel by developing wind and solar power sources.
- Plan and engineer of gas fired peaking power plants to support increased power demand in Australia.
- Assist the mining sector in the Philippines to deliver efficient mine operations, where 30 percent of national power is already delivered by renewable means.
- Support our clients to reclaim valuable minerals and products from coal fired power station waste.



Environment

GHD's environmental professionals play a key role in each of our projects. We integrate these people into our design teams, so that our solutions incorporate social and environmental considerations at the outset.

For example, our engineers and environmental scientists have developed methods to calculate required land separation distances between water treatment facilities and sensitive land uses. GHD supported Central Highland Water in determining appropriate separation distances from their primary water treatment assets and local land development. This will lead to a long term solution which delivers the vital water treatment infrastructure while managing impacts on neighbours.

We have been involved in a number of Environmental Impact Assessments, and have focused on an integrated approach where our designers work hand-in-hand with environmental specialists to find holistic solutions.

Property & Buildings

A new paradigm is emerging in urban development. Increasingly, well designed buildings and cities are seen as a key element of sustainability. If delivered with vision, great buildings and urban spaces can simultaneously deliver reduced environmental impact, be beautiful, and be highly desirable.

GHD is delivering on this vision with an integrated approach, where architects, engineers, planners and environmental professionals work hand-in-hand. Our work on the Richlands Rail Station in Queensland is an example where we have broken new ground with the incorporation of sound Crime Prevention Through Environmental Design (CPTED) principles, functional architectural forms and community integrated public art.

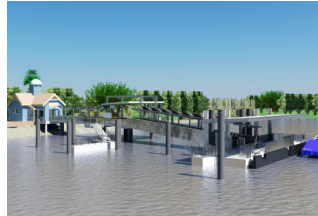
Another GHD project involving the design of three CityCat ferry terminals has made use of innovative and sustainable design technologies and materials, to deliver sustainable and resource efficient outcomes for Brisbane City Council. Key features include highly-efficient LED lighting, lighting timers and motion sensors, grid connected solar arrays, rainwater tanks, recycled materials and the use of pre-fabricated structures to minimise waste. Additionally the design incorporates safety, diversity, accessibility and heritage considerations.

Transport

Sustainable transport is about finding ways to move the growing number of people and goods efficiently in ways that reduce the impact on the environment.

Rail is emerging as an opportunity for our clients to reduce congestion and carbon emissions. Rail projects can have impacts of their own, but these can be managed through thoughtful design. For example, our work on the Wodonga Rail Bypass has eliminated 12 level crossings and contributed to a new level of efficiency and sustainability on the Sydney to Melbourne rail transport corridor.

Another interesting project is the review of the travel behaviour change impacts of car sharing in the City of Melbourne and City of Stonnington in Victoria. The results show there is a significant positive impact, with almost eight private cars replaced by every car share vehicle. In addition, it was found that car share users walked, cycled and used public transport more. One of the findings of the study was that car share users shopped locally more often as a result of not having access to a private car.



About GHD

GHD is one of the world's leading engineering, architecture and environmental consulting companies.

Established in 1928, GHD employs more than 6500 people across five continents and serves clients in the global markets of water, energy and resources, environment, property and buildings, and transportation.

The cornerstone of our business is our client-centred culture and teamwork based approach known as One GHD. Operating globally and delivering services locally, we are united by the core values of Teamwork, Respect and Integrity.

Wholly-owned by its people, GHD is dedicated to understanding and helping our clients achieve their goals. Our global network of engineers, architects, planners, scientists, project managers and drafters collaborate to improve the built, economic and social environment of the communities in which we operate.

GHD is committed to sustainable development, safety and innovation. We care for the wellbeing of our people, assist communities in need and conduct business in an ethical and environmentally responsible manner.

GHD operates under a Practice Quality Management System, ISO 9001:2008 and an Environmental Management System, ISO 14001:2004 which are certified by Lloyds Register Quality Assurance.

For more information, visit www.ghd.com

