

INDO PACIFIC 2022

CAPABILITY CATALOGUE



Defence Teaming Centre
Connecting • Developing • Advocating



Government of
South Australia

DEFENCE SA



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Connecting, Developing & Advocating for Defence Industry

We are a professional defence industry member association dedicated to connecting, developing and supporting Australian defence industry to develop Australia's sovereign defence industrial capabilities and increase industry's competitiveness in global defence markets.

Who We Are

Based in Adelaide, South Australia, we are a small team highly experienced Defence and defence industry. Our professional staff bring together Defence Primes, SMEs, academia and professional service providers to collaborate for defence market opportunities through a comprehensive calendar of events and development programs. Members receive facilitated introductions to key defence decision makers across the sector and advice on how to approach the defence market.

Our goal is to maintain a strong, sustainable and vibrant defence industry in Australia. We work closely with key defence stakeholders and governments to deliver services that align with this goal. Our members are continually evolving to meet the needs of Defence through our cost-effective training and development activities including our defence industry leadership program.

Our members cover the full range of products and services required to meet the needs of Defence across the multitude of sectors. The capability provided spans high end systems engineering and integration; advanced industrial manufacturing and precision components; design engineering and development; electronics engineering; development of new technology and products; fabrication and traditional manufacturing through to through-life support, facility construction, military base services and support for ADF personnel. Defence industry and member capabilities also include a range of supporting professional services such as specialist IP lawyers, immigration specialists, IT & cyber security service providers and other business support services.

What We Do

As a leading industry association we are continually guiding and supporting defence industry to navigate through the evolving Defence landscape and win work in the defence sector. We do this by providing tailored services including market advice, coaching and professional development programs to create mature defence businesses across Air, Land, Sea, Space and Cyber.

We are passionate about Australia's defence industry. Our informed advocacy brings Australia's defence industry and stakeholders together in a collaborative fashion to improve and grow industrial outcomes for Defence and defence industry.

Our focus is the development of a policy landscape that supports a sustainable and cost-effective defence industry for Australia.



THE DEFENCE STATE: **MARITIME**

SOUTH AUSTRALIA IS THE EPICENTRE OF THE NATION'S NAVAL SHIPBUILDING INDUSTRY.

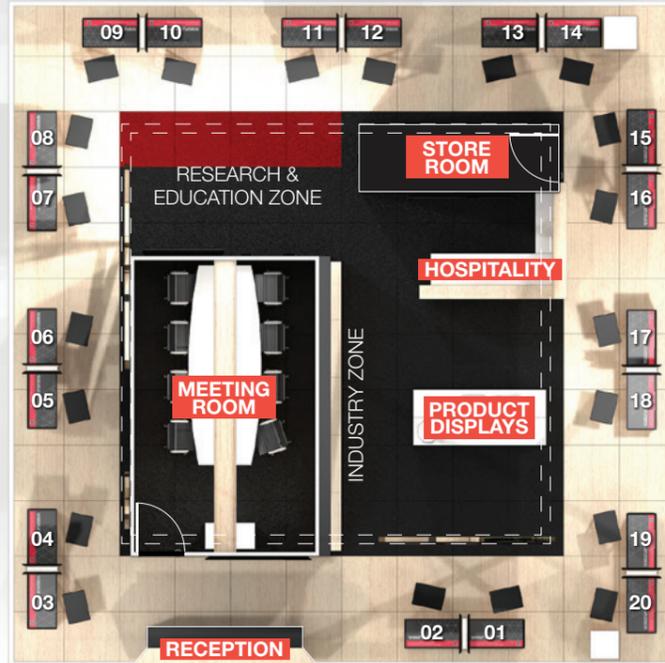
Over the coming decades, South Australia will spearhead a major expansion of Australia's naval capabilities, delivering two Arafura class offshore patrol vessels, the full sustainment program of six Collins class submarines, a major upgrade to three Hobart class destroyers, nine next generation Hunter class frigates and the nation's first fleet of nuclear-powered submarines.

With an attractive business environment, enviable lifestyle and strong strategic focus on building a highly skilled and sustainable workforce, we continue to attract the biggest projects and brightest minds, creating unprecedented opportunities within the maritime defence industry now and into the future.

So when you think defence, think South Australia – The Defence State.



SOUTH AUSTRALIA THE DEFENCE STATE INDO-PACIFIC 2022



POD EXHIBITORS

1. Silentium Defence
2. Acacia Systems
3. APC Technology
4. Century Engineering
5. Codan | Domo Tactical Communications
6. Derby Rubber
7. DEWC Systems
8. elmTEK
9. Starke-AMG
10. Solinnov
11. Levett Engineering
12. Mincham
13. MG Engineering
14. CBG Systems
15. Noske-Kaeser Marine
16. SAGE Group
17. Supashock
18. IMI Critical Engineering
19. Ezy-Fit Engineering Group
20. Prism Defence

INDUSTRY / RESEARCH & EDUCATION ZONE EXHIBITORS

- | | | |
|--|--|---|
| <ul style="list-style-type: none"> • 4th Harmonic • Adelaide Relocations • Arrow Electronics Australia • Black Art Technologies • Cold Logic • Customs Agency Services • Daronmont Technologies • Defence Innovation Partnership • Dematec Automation • Defence Teaming Centre • Easy-skill | <ul style="list-style-type: none"> • Flinders University • Industry Capability Network - SA • Lumination • Morgan Advanced Materials • Norseld • Operational Systems • Para Bellum Solutions • Pirtek (Adelaide) • PREDICT Australia • PRP Manufacturing • Quality Maritime Surveyors | <ul style="list-style-type: none"> • Ranstad • REDARC • Rowlands Metalworks • SABRN Tech • Shoal Group • TAFE SA • The University of Adelaide • Toolcraft Australia • University of South Australia • Williams Metal Fabrications • XTEK |
|--|--|---|



SOUTH AUSTRALIA - THE DEFENCE STATE



4th Harmonic helps clients win and execute specific projects, programs and industry opportunities. We use a systems approach that combines hard-earned experience with data analysis to design, manage and evaluate the programs that are the key to realising your goals.

What We Do

Our clients benefit from a program of work delivered by experienced industry leaders that includes the following activities:

- Program Management
- Data Science & Analysis
- Industry Development
- Workforce Training & Development
- Supply Chain Illumination
- Facilitation of Collaborative Projects
- Transfer of Technology
- Cybersecurity

Discriminators

DeCaDe.net

We model the 30,000 organisations that form Australia's defence ecosystem. Our proprietary software integrates data for our partner organisations to provide unique insight into Australia's evolving capability clusters, AIC and SIC.

Industry Experience

Our service provides the client peace of mind with industry insights based on proven experience across all our client's industries.

Our Partners



Our clients' industries

Our target clients are preparing to meet evolving cyber challenges by enhancing their cyber security posture and moving from compliance to resilience.

- Government
- Defence
- Defence Industry
- Cybersecurity
- Infrastructure

info@4thHarmonic.net | www.4thHarmonic.net



CBG Systems is an Australian company with head office in Hobart, Tasmania. CBG Systems has been in the market of thermal insulation, Antenna systems, Camouflage and passive fire protection for more than 40 years. The company specialises in passive fire protection systems; custom tailoring and sewing of thermal jackets and mobile camouflage systems; and the design and manufacture of Moonraker antennas.

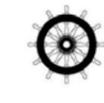
KEY DISCRIMINATORS

- Team of highly skilled technicians with experience in commissioning projects worldwide
- World leading, Australian made products and services. Established track record and assurance of continued lifetime support for all our products.
- Quality manufacture ensures long service life in extreme environments.
- Design service and support to produce customised solutions to meet customer specifications.
- Experienced defence supplier within Australia and overseas.

CAPABILITY

CBG Systems are proud to offer the supply and installation of the following products:

- Rapid Access Composite Plus (RAC Plus), a lightweight A60 structural fire protection
- Rapid Access Composite (RAC), a light weight composite 60 minute fire resisting division.
- Rapid Access Stainless (RAS), a light weight A60 structural fire protection system.
- A60 or A30 fire protection profile wrap.
- Thermal insulation wrap.
- C-Class division interior fit out systems.
- B-15 Class panelised interior fitout systems.
- Exhaust and engine insulation systems.
- Fire doors and fire dampers.
- Moonraker HF, UHF, Multi-band, MF and VHF antennas.
- Moonraker lightning protection products.
- Moonraker Broadband body worn antenna.
- SolarShield Signature Management system.



CUSTOMERS/RELATIONS



CERTIFICATIONS / ACCREDITATIONS

ISO9001:2015 Certified
Marine Equipment Directive (MED)
US Coast Guard (USCG) approved products.

CONTACT / ADDRESS DETAILS

CBG Systems Pty Ltd
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Adelaide Relocations

www.adelaiderelocations.com.au



Maree Upton
Partner
+61 418 855 758
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Adelaide Relocations was founded over 20 years ago by 2 returning expatriates who had experienced the frustrations of moving.

From opening bank accounts, to finding a home, we make the move to South Australia and Adelaide easy. We find the best place for you to live, schools for your children and help to access sporting, lifestyle and entertainment so you settle into Adelaide fast and hassle free.



▶ CAPABILITIES

- Familiarisation tours
- Accommodation for arrival
- Home search, both rental and purchase
- Lease/Purchase negotiations and utilities connections
- Pre school to tertiary education search, schooling advice, appointments and school inspections
- Settling in support, information on local area amenities, community activities, business networks

▶ KEY CUSTOMERS

- Multinationals
- National businesses
- Government departments
- Tertiary sector providers
- SMEs

▶ KEY MARKETS

Inbound international and national investors and industry partners

▶ DISCRIMINATORS

- Proven record of continued positive outcomes for over 20 years
- Proven record of successful settlement of graduates to CEOs
- Adelaide's preferred supplier for national mobility providers
- Adelaide owned and operated with each partner having international and national relocation experience

▶ Links with associated providers

- Migration agents
- Accountants
- Real estate agents
- Property owners
- Removalists
- Education institutions (preschool to tertiary level)
- Child care and Nanny services
- South Australia government departments
- Chambers of Commerce
- National and International mobility providers
- Recruitment agencies



codancomms.com

Domo Tactical Communications (DTC), is a technology provider for high bandwidth wireless communication with a specialised capability in MIMO Mesh networks.

DTC brings complementary capabilities to Codan's existing tactical communications solution. Combining our engineering capabilities to also bring a unique sovereign MANET IP Mesh capability to a diverse global customer base with a deliberate focus on "Five Eyes" Militaries.

Discriminators

- SOVEREIGN CAPABILITY - 100% AUSTRALIAN OWNED
- IN-HOUSE ENGINEERING - QUICK RESOLUTION TO PROBLEMS
- 30+ YEARS RF EXPERIENCE - STABILITY
- OWNERS OF CORE IP
- NON - ITAR
- INTERFERENCE AVOIDANCE SCHEME (IAS)
- LOW LATENCY PERFORMANCE
- INTELLIGENT ROUTING OPTIMISES - LOW PROBABILITY OF INTERCEPT AND DETECTION
- AGILE MANUFACTURING AND SUPPLY CHAIN
- UNIQUE WAVEFORM AND MESH TOKEN PASSING
- WIDE RANGE OF FORM FACTORS TO SUIT MULTIPLE APPLICATIONS

Capabilities

• MANET IP Mesh design and manufacturing delivering capability for military command and control communications such as:

- Dismounted Soldier Software Defined Radio capabilities for:
 - Assault / SWAT Teams
 - Convoy Protection
 - Covert Ops
 - Combat Teams
 - Sniper / Spotter Teams
 - Maritime Interdiction Operations (MIOPS)
 - Vessel Board Search and Seizure (VBSS)
 - Ship to shore amphibious operations
 - Native Cursor-on-Target (CoT)

- Unmanned platform (UxV) IP Mesh Data links for:
 - Unmanned Ground Vehicle (UGV)
 - Explosive Ordnance Disposal Robots (EOD Robotics)
 - Remote Weapon Station (RWS)
 - Robotic wheeled 'MULE' resupply
 - Unmanned Surface Vehicle (USV) for Mine Counter Measure (MCM), Force protection, Resupply

• Unmanned Aerial Vehicle (UAV) for multiple applications including loitering munitions, swarming drones, tactical rebro and range extension on various platform sizes:

- Nano Unmanned Aerial System (Nano UAS)
- Small Unmanned Aerial System (SUAS)
- Medium-Altitude Long-Endurance (MALE)
- High-Altitude Pseudo Satellite (HAPS)

• Covert Surveillance design and manufacturing delivering capability for Law Enforcement and Military Intelligence agencies:

- RF and IP Enabled surveillance
- Video and audio covert recording
- Video and audio body worn surveillance
- Video and audio remote concealed surveillance

• Asset tracking and protection capability for Law Enforcement Agencies, Military and Intelligence organisations

• State of the art unified tracking system architecture, and solutions that shall enable multiple device missions and technologies to seamlessly exist within a single framework

Certifications and Accreditations



Key Customers



Key Partners



Key Projects



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CUSTOMS AGENCY SERVICES GLOBAL LOGISTICS

AUSTRALIAN-BASED GLOBAL CONTROL TOWER

COMPANY OVERVIEW

- Founded in 1976, Customs Agency Services (CAS) are now one of Australia's largest International Freight Forwarding and Customs Brokerage Organisations.
- Almost half of revenue now comes from the Defence and Aerospace vertical.
- Turnover in excess of AUD 70 million per annum.
- Team of 40 highly qualified industry professionals in Adelaide.
- Recognised globally as Australia's leading Defence & Aerospace Logistics Provider.

AUSTRALIA'S SPECIALIST DEFENCE FORWARDER

CAS are a Top 20 SME in Australia's Defence company sector.

CAS are currently supporting Primes and SME's in the following Defence sectors:

- Land
- Maritime
- Aerospace
- Space
- Firearms and Munitions
- Situational Awareness

COMPETITIVE DISCRIMINATORS

- Recognised globally as Australia's best logistics solution for Defence and Aerospace.
- Global footprint with partners in over 2000 locations globally.
- 24/7 global availability for emergency and AOG logistics.
- Pre-project costing and compliance advice.
- Recognised and approved by Washington & Canberra under the Defence Trade Controls Regulation 2013 - "Intermediate Consignee Approved".
- Over 40 years experience supporting Air, Land and Sea projects.
- 100% Australian and New Zealand owned and operated, maximising Australian Industry Capability (AIC).

CAPABILITY

Providing the following services globally:

- International Freight Forwarding
- Customs Clearance
- Domestic Freight Forwarding
- Global Logistics Consultancy
- ITAR & EAR Guidance
- Warehousing and Distribution

CERTIFICATIONS / ACCREDITATIONS

- The CAS Reconciliation Action Plan (RAP), launched in August 2019, is one of the very first logistics reconciliation action plans with the Australian Aboriginal and Torres Strait Island communities.
- Ranked 2nd with a 64% female workforce participation rate in Australia's Defence Company Sector by ADM magazine 2021.
- Awarded "Australia's International Freight Forwarder of the Year 2020" by DGN.
- Awarded "Australia's International Freight Forwarder of the Year 2014 & 2015" by Lloyds of London's Australian subsidiary.
- Awarded "Customs Broker of the Year 2016 and finalist 2015" by Lloyds of London's Australian subsidiary.
- Defence, ITAR & EAR compliant. Dangerous Goods certified and Accredited Air Cargo Agent (AACAA and IATA).
- CAS were the first International Forwarder & Customs Broker to receive "Australian Trusted Trader" accreditation on 20th December 2016 (Similar to Europe's AEO).
- DISP Security & Cyber approval received November, 2020



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Division of
MONDIALE VGL



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Members receive market specific advice, training and facilitated introductions to defence related opportunities. Our objective is to create defence mature businesses in domestic and global markets.

Discriminators

- Dedicated team who guide and develop members to navigate and win work in the defence sector
- Ongoing investment into information resources to build stronger and more capable SMEs delivering for Defence
- Our membership community includes Defence, primes, academia and SMEs collaborating to build sovereign capability

Key Partnerships

- The office for the Minister of Defence Industry
- Defence SA
- Office of Defence Industry Support (ODIS)
- Naval Shipbuilding College
- Advanced Manufacturing Growth Centre
- Australian Industry Group Defence Council
- American Chamber of Commerce in Australia
- SAGE Group
- Business SA

Gold Sponsors:



Silver Sponsors:



Bronze Supporters:



Services

- Connect members to opportunities in the defence sector
- Facilitate industry engagement
- Lead the formation of collaborative business relationships using ISO44001
- AIC policy advice and plan development
- Deliver defence industry specific leadership programs
- Workforce development and planning services
- Advocate on behalf of SMEs on defence industry related matters

Quality Accreditations

- Defence Industry Security Program (DISP) accreditation

Prime Supporters



Dematec Automation, an Australian Engineering SME reliably keeping automation running for the last 30 years

CORE CAPABILITIES

- Industry 4.0 systems including Robotics
- Automation Design, Manufacture, Installation and Support
- Partnering with International OEMs for technology transfer / domestic systems support
- AS / NZS 3000 Compliance Assessment on Imported Equipment
- PLC & SCADA Software Development
- Automated Equipment Obsolescence Management
- Maintenance & Upgrade of Legacy Electrical & Control Systems for both Infrastructure and Manufacturing

DISCRIMINATORS

- Speed and agility in reliably servicing customer needs proven through 100% retention of service contracts for the last 10 years
- Formal Partnerships with trusted complementary SMEs to successfully deliver turnkey solutions – Finalists in DTC Teaming Awards (2019)
- Invested in the team of the future with multi-skilled training, student programs and modern apprenticeships
- Emphasis on company values - team-work, competency, and ethics



KEY CLIENTS

Defence Sector



Other Sectors



Key Partners & Associations



ACCREDITATIONS

ISO 9001:2015 ISO 14001:2015 AS/NZS 4801 PAS99:2012

CONTACT

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DEMATEC.COM.AU



Company

A 100% Australian Owned and Controlled SME
An advanced industrial rubber product manufacturer with operations in Adelaide, Sydney and The Netherlands.

Solving complex problems in extreme condition environments and demanding applications through the development and creation of durable rubber extrusions, profiles and mouldings.

Serving Australian and international markets for over 55 years.



Contact

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Chief Executive Officer

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2/261 Schumacher Road
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Our Purpose

Creating resilient products so you can go the distance.

Certifications



Key Customers



Partners



Capabilities

- Proven expertise in product design, material selection, compound development, prototyping, production, testing and compliance. In-house material scientist with a doctorate in rubber chemistry.
- Extrusion of general to high performance elastomers; from complex thin-walled profiles up to 300mm which is the largest profile capability in Australia.
- Unique materials to meet international standards on fire, smoke and toxicity resistance.
- Specialised fabrication, moulding and rubber to metal bonded parts.
- W&E Platt: 10-year contract ongoing to supply hatch pads and ballistic grade weapon ring mounts.



Discriminators

- Extensive history of delivering on major rolling stock (passenger train), construction, mining, defence and rail infrastructure projects.
- Australia's only dynamic extrusion facility. Providing the ability to vary internal and external profiles to strengthen products and create complex parts.
- Experienced exporter. Delivering long term value to global infrastructure projects for over 25 years.
- Strategic commitment to continued investment in new technologies, industry 4.0, material development and R&D to create next generation processes and materials.
- Collaborative partnerships with universities, businesses and State Governments to support new product development and commercialisation activities and local supply chains.





Company Overview

elmTEK supplies innovative products and services to the Defence and Space domains. We deliver projects using a tailored systems engineering approach to meet demanding functional and performance requirements. Central to elmTEK's value proposition is our ability to work closely with our clients and blend our engineering and scientific expertise with reliable engineering principles to ensure our solutions maintain the edge. Our background and pedigree in working within the Defence community has enabled us to establish a strong science and technology capability, focussing on platform survivability across the air, land and maritime domains.

Core Competencies

- Simulation models and frameworks for platform survivability and TTP validation
- Data distribution architectures including Generic Vehicle Architecture (GVA)
- Situation awareness technologies and human performance systems
- Expertise in the areas of sensor integration, data acquisition and analytics
- STEM integrated workforce comprising engineers, physicists and mathematicians
- Tailored systems engineering process integrating scientific R&D principles
- Agile software and hardware development enabling rapid design and prototyping
- Compliance with software development and assurance standards
- Mechatronics workshop with adjacent systems integration laboratory
- Established research, design support and supply chain networks

Certifications & Memberships

- ✓ ISO 9001:2015 accredited Quality Management System
- ✓ Defence Industry Security Program
- ✓ Defence Teaming Centre
- ✓ French-Australian Chamber of Commerce (FACCI)
- ✓ Submarine Institute of Australia
- ✓ ICN Gateway



Customers & Standards

Our Customers

- Defence Science & Technology Group (DSTG)
- Capability Acquisition & Sustainment Group (CASG)
- Australian Army
- Hanwha Defense Australia
- Lockheed Martin Australia
- Saab Australia
- BAE Systems Australia

Industry Standards

- Praxis Framework (Program management)
- ISO 12207:2017 (Systems & Software)
- RTCA DO-178B/C (Airborne Software)
- IPC / WHMA A-620C (Wiring Harness)
- AS/NZ IEC 60825 (Laser Safety)
- EMVA 1288 (Machine Vision)

Capabilities

- ✓ Modelling, Simulation & Analysis
- ✓ Sensor Technologies
- ✓ Situation Awareness Solutions
- ✓ Test & Evaluation Systems

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MENGINEERING
MARINE & GENERAL

25 YEARS OF EXPERIENCE. PRECISION. EXCELLENCE.

MG Engineering has proven capabilities in providing complex fabrication solutions to the naval ship building industry.

The company's facility is strategically positioned, located only 3km away from ANI.

Types of projects have included modular construction, pipework, platforms, combings and penetrations.

MG Engineering is well diversified having the capability in working with steel, stainless steel and aluminium.

CAPABILITIES

- Light to heavy steel fabrication
- Structural steel, including all range of carbon, stainless, aluminium, including other exotic materials
- Ship building
- Modular shipblock construction
- On-site slipping facilities
- Coded pressure pipe fabrication and welding to a broad range of standards
- On-site and off-site ship repair
- Plate forming and rolling
- 600t brake press
- 3100mm plate roller
- Project management
- Design and drafting
- In-house barging facilities

DISCRIMINATORS

- Over 25 years experience and knowledge in shipbuilding and steel fabrication
- Dedicated and experienced team of tradesmen, project managers and engineers
- Key relationships formed within industry creating a highly capable and reliable supply chain consisting of design, electrical, mechanical, hydraulic, civil, protective coatings and heavy machines
- Proven capabilities in delivering project cross industries, including defence, mining, oil and maritime

KEY CUSTOMERS



ACCREDITATIONS

Quality Management System **ISO 9001: 2015**
Environmental Management System **ISO 14001:2015**
Safety Management System **ISO 45001:2018**
Defence Industry Security Program (DISP)

CONTACT

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Revolutionising the way we teach, learn & work.

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Company & Capability Overview

Lumination is proudly **Australian owned and operated**. We are pioneers in the use of advanced immersive technology; Artificial Intelligence (AI), Virtual Reality (VR) and Augmented Reality (AR) that enhances sovereign capabilities.

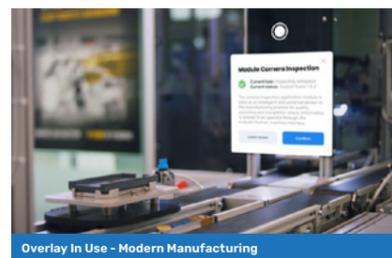
We create **immersive solutions** that reduce risk and solve complex training, logistics, humanitarian, manufacturing and mission critical challenges.

Competitive Discriminators

- **Australian owned** and operated
- **Uniquely skilled team** of engineers, designers, developers, educators and trainers working with global clients
- **Risk-free simulation** of high-risk, high-cost environments
- **Photo-realistic digital re-creations** of real environments
- **End-to-end training delivery** with a combination of hardware (VR headsets, AR and drone kits) with software and facilitators to teach trainers
- **Software management systems** built in-house and onshore, aligned to unique production and management requirements
- **SaaS** (Software as a Service) enabled
- **Future-proofed technology** is integrated and enabled via the metaverse (virtual world)
- **Strategic partnerships** are collaborative with a no-risk, flexible and agile team
- **Safety and cybersecurity enabled** enabled on a project by project basis ensuring alignment with the highest security clearances

Capability

- **Leaders in purpose built immersive 3D (Virtual Reality) training environments**, integrated with Artificial Intelligence for training, safety, design and simulation of certain and unpredictable environments
- **Leaders in object recognition** via Overlay an AI-driven object recognition platform, blending the real and digital world; improving productivity, quality, capability and safety in equipment, supplies, manufacturing or engineering. Users train Overlay to recognise objects and then attach information, cues or call to actions specific to that object. The mobile application transforms safety and maintenance, quality control and learning and training.
- **Leaders in immersive training** and learning via Lumination Learning Labs: state-of-the-art, fully flexible, multi-purpose immersive training facilities, to enhance training, learning, processes and procedures. The technology and space convert high risk, high-cost environments into low risk, low-cost high fidelity spaces
- **Experts in end-to-end development**, delivery and support. From ideation and design to development, iteration and delivery, professional development, support and maintenance
- **Global expertise in hardware**; Virtual Reality simulations, Augmented Reality education, Artificial Intelligence, robotics and drones
- **Software expertise** in coding, designing and operating to develop simulations
- **Machine Learning and Artificial Intelligence** expertise for adaptive training scenarios, which collates user behaviour to refine simulations



Overlay In Use - Modern Manufacturing



Member of

Our Partners



ABOUT US

NDE Solutions Pty Ltd is a sovereign Australian company growing across a large geographical footprint in the Oceanic region.

Founded in August 2018, NDE Solutions has since seen some exceptional growth and are now 70 employees strong. Our dedication towards developing and implementing innovative solutions by our Research and Development Department to address customer needs, and a motivated work environment effectively co-exist as we cultivate our exponential growth in establishing ourselves as the market leaders of Industry 4.0 for NDT in Australia.

CONTACT US

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WHAT WE DO

NDE Solutions provides Non Destructive Testing (NDT) inspections to assess and report on your asset's condition, alongside a sovereign ability to provide services to existing maintenance programs. The NDT experts at NDE Solutions assess the work scope against our inspection procedure(s) and testing methods to create a streamlined solution for our clients. The dedicated Research and Development (R&D) Department conduct thorough analysis and can design innovative solutions, addressing unique client requirements. All this delivers a more efficient and more effective solution to our clients.

KEY CLIENTS & PARTNERSHIPS



DISTINCTIVE DIFFERENCE

We believe that our value comes from our people. We enable a vibrant and diverse culture that unlocks our people's true potential in the area's that want to excel.

- More than a hundred years of collective experience performing inspections in mining, energy, civil, defence and academic.
- NDT subject matter experts involved and across an array of service sectors.
- A Research and Development department, with involvement alongside academic institutions supporting projects and post-graduate studies.
- Data sciences and software engineering department.
- Rapid service integration and mobilisation, meeting on-demand needs.

CAPABILITIES

- Non-destructive Testing:**
- Ultrasonics:
 - Phased Array (PAUT),
 - Time of Flight Diffraction (TOFD)
 - Total Focussing (TFM)
 - Medium- and Long-Range Ultrasonics (MRUT and LRUT)
 - Corrosion Mapping with integrated robotic systems
 - Electromagnetic: Magnetic Testing (MT)
 - Magnetic Flux Leakage (MFL) for storage tank floor designs.
 - Penetrant Testing (PT).
 - Radiography: CR and DR.
 - Leak Testing
 - Remote Visual Testing
- Inspection Services:**
- Non-intrusive Inspections using NDT, including QA and QC assessment thereof
 - NDT remote inspection services using capable NDT integration platforms
 - API/AICIP Inspection
 - IRATA Rope Access
- Integrity Services:**
- Research and Development
 - Risk-Based Inspection
 - Data Sciences and Software Integration
 - Generation of Digital Twins
 - Material Sciences, Failure Analysis and Welding Engineering

QUALITY SYSTEMS

- ISO 17025
 - ISO 9001*
 - ISO 45001*
 - ISO 14001*
- * In progress



Embarked Aviation Capability Specialists



AirHub Embarked Aviation Management System

- > Streamlines the management of embarked aviation supporting Command, Flying Control, Bridge, Operations Teams, Deck & Hangar Management and Squadrons.
- > Supports mission rehearsal, 24/7 compliance, navigation considerations and approvals processes with recording of data for analysis and reporting.
- > Provides a single point of input and reference for embarked aviation management which can be fully integrated or a stand-alone installation.

AirHub delivers:

- > Increased airworthiness assurance & safety
- > Reduced cognitive workload on the bridge and in flying control positions
- > Enhanced situational awareness, operational capability & tactical advantage
- > Augmented training for simulated & hybrid scenarios
- > Comprehensive data capture
- > Effective risk management



SHOL Capability Development

- > Prism Defence developed software products and Flight & Ship Test Instrumentation (FTI/STI) support the conduct of SHOL trials for Navies that maximises capability with the minimum impact on fleet resource time.
- > Comprehensive flight test systems link both ship and air vehicle for SHOL testing. The bespoke integrated approach, and all software and procedures, are directly applicable to embarked UAS test and SHOL development.
- > SHOL development options include the planning and conduct of flight trials by Prism personnel or the provision of tailored packages of systems, support and training for customers' flight test organisations and teams.



Prism Defence

- > Prism Defence is a technology company specialising in ship-air integration.
- > We are an SME, based in Adelaide, South Australia, where we work with a team of embarked aviation specialists and aeronautical and software engineers to design, develop and support solutions in two key areas. We develop software solutions to support the entire embarked aviation continuum and we deliver and/or support Ship Helicopter Operating Limits (SHOL) trials.
- > Our goal is to enable a digital transformation for embarked aviation operations from the manual process heavy, procedurally complicated and data intensive legacy systems into capability-led, intelligent, digitised solutions that enhance situational awareness, inform decision making, reduce workload, and increase safety and performance. Our solutions are applicable for all aircraft and UAS whether onboard a light-crewed Offshore Patrol Vessel, a complex, high tempo, warship, or an aircraft carrier.
- > Our core operational software application is AirHub, a whole-of-ship Embarked Aviation Management System. AirHub is enabling the required change to ensure embarked aviation is more effective by turning data and process into operational advantage. Designed to support progressive development, we continue to expand AirHub capabilities to realise user-driven requirements.

Key Customers

- > Royal Australian Navy
- > Swedish Armed Forces
- > Danish DALO
- > Royal Navy
- > New Zealand Defence Force
- > Royal Brunei Armed Forces
- > Oman - Sultan's Armed Forces

Contact

157 Melbourne Street, North Adelaide, Australia
 Email: enquiries@prismdefence.com Tel: +61 (0)8 72 005 800

www.prismdefence.com

Quality Accreditations

- > ISO 9001:2015 Certified by Lloyd's Register Quality Assurance

PIRTEK (ADELAIDE) PTY LTD. Hydraulic & Industrial Hoses, Assemblies & Fittings DEFENCE

PRODUCT

- SME Supplier of hoses, assemblies, adaptors, couplings & fittings.
- Australian made bespoke fittings, valves, and adaptors.
- Instrumentation & hydraulic tube work/compression fittings.
- Fire Suppression AS5062 compliant supply, installation & service.
- Centralised progressive lubrication system supply and installation.
- OD Tube and NB Pipe assemblies.

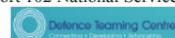


CAPABILITIES

- Manufacture, supply and installation of hoses, tube, pipe, assemblies, fittings, adaptors, valves in various materials, ZPS, SS, S/Duplex, NAB, CuNi.
- NATA Testing & certification, static, dynamic, impulse, and endurance.
- Low pressure Industrial hose (Rubber PVC & Stainless) assemblies.
- Hydraulic system design, Light Engineering & technical support.
- Defence OQE Traceability, RFID hose tagging, laser engraving.

DISCRIMINATORS

- Servicing the Defence industry for more than 30 years
- Dedicated in house Defence section, office, warehouse, and workshop
- RFID & Laser etching product identification
- Self-extinguishing, unlimited shelf-life hose assemblies
- Specialty hose construction / Ultra high-pressure hoses.
- Specialised 400Bar UHP Nitrogen testing for HP BA Air assemblies
- Qualified assemblers and installers located in South Australia.
- Defence specific item data catalogues for configuration control
- ITP assembly production and material traceability
- Defence ITAR Compliance
- 24/7 National supply & service support 102 National Service locations
- DISP, ICN and DTC Registered.



KEY CUSTOMERS, DEFENCE and MINING

BAE SMA • Luerssen Aust • ASC • ASC AWD • Navantia • Babcock • MacTaggart Scott • Penske • Raytheon • Thales
 General Dynamics • BHP Billiton • Glencore • Rio Tinto • Santos



KEY SUPPLY PARTNERS - Global Supply Network

Bridgestone • ZEC • IVG • Intertraco • QPE • Treloar • Nitto • SMC
 Qtec • Fast-Fill Systems • Graco • Battlefield • BAR group-Australia
 Volz • Convolute Technologies • Valvoline • Megafire • Barfell



AUSTRALIAN

Proudly and uniquely Australian, Pirtek are the market leader in providing our diverse group of customers with a comprehensive portfolio of fluid transfer solution products and services. We have built a long-term relationship with our Defence Industry Customers and potential customers by consistently providing proven high-quality products and services, wherever they are needed.

QUALITY STANDARDS AND OTHER ACCREDITATIONS

ISO9001-2015 & AS4801 Critical supplier to ASC AWD shipbuilder
 DNV-GL Type Approval Defence - Letter of Recognised Supply
 DNV-GL Assembler Approval Technical Support Agency and supplier to
 Lloyds Type Approval ASC (submarines)



CONTACT

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Crystal Kennedy: Business Development Manager
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 1300 767 638 | 0499 868 044 | info@qmsndt.com.au | www.qmsndt.com.au

QMS NDT & NACE is a 100% Australian owned full service inspection and asset integrity specialist.

We have over 10 years experience supporting large defence prime projects. Our work is completed to the highest standard across defence, mining, infrastructure, oil and gas, and energy.



Key Partners:



Key Customers

- ASC North
- ASC Shipbuilder (OPVs)
- Ferretti International
- Luerssen Australia
- BHP
- Oz Minerals
- MacTaggart Scott
- Ezy-Fit Engineering
- Flinders Logistics
- One Rail

Key Markets

- Defence - Maritime and Land
- Mining
- Oil and Gas
- Infrastructure
- Energy

Capabilities

Non-Destructive Testing

- Radiography
- Magnetic particle inspection
- Dye penetrant inspection
- Ultrasonic weld and thickness testing
- Eddy current testing
- Automated ultrasonic thickness testing
- Corrosion mapping
- Phased array ultrasonic testing

Inspection

- NACE coating inspection
- In service pressure vessel inspection (AICIP)

Blast and Paint

- Parts blast and paint
- Cerakote industrial ceramic coating
- Vapour Honing

Discriminators

Our technicians are multi-skilled offering schedule and cost efficiencies to clients.

We offer a 'one-stop' asset integrity service from inspection remediation, quality control and reporting through to client approval.

We have 100% on time completion of projects, saving our clients many hours compared to our competitors. We are a trusted defence supplier providing NDT and inspection services on Collins Class submarines since 2012 and OPVs since 2019.

Accreditation

- ISO 9001:2015
- ISO 45001:2015
- ISO 14001:2015
- ISO/IEC 17025 (NATA)



Nick May: NACE Manager
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 1300 767 638 | 0492 503 089 | info@qmsndt.com.au | www.qmsndt.com.au

QMS NDT & NACE prides itself on maintaining highly skilled, knowledgeable, certified NACE 2 inspectors who provide specialist services using cutting edge surface treatment technology.



Whatever type of surface treatment is required, whether it's rust removal or corrosion protection for steel surfaces, we have the expertise and staff to complete the job to the highest standards.

Major Projects

- ASC North, Osborne SA
 HMAS Collins Class Submarine FCDs | 2014 - 2021
- ASC OPV Shipbuilder, Osborne SA
 Offshore Patrol Vessel | 2019 - 2021
- Ahrens, Kingsford SA
 Thomas Foods Industries | 2020-2021
- CEA Technologies, Fyshwick ACT
 Ground to air missile launchers | 2020-21

Services

- We specialise in small parts ranging from a 3mm washer through to a 1.2 metre hydraulic actuator.
- We can supply onsite labour hire varying from Blast and Paint Technicians through to NACE 2 Certified Coating Inspectors.
- We offer guidance with coating specification development.

QMS NDT & NACE spray painting services include:

- Industrial etch primers
- Heavy duty industrial paint
- Single pack primers and paint
- Two pack primers and paint

Surface of materials that can be sandblasted or vapour honed include:

- Aluminium
- Brass
- Metals
- Stainless Steel
- Steel

Accreditation

- ISO 9001:2015
- ISO 45001:2015
- ISO 14001:2015
- ISO/IEC 17025 (NATA)





gotosage.com

SAGE Group is a global company with an extensive national footprint and 600+ people. As an integrated industrial digitalisation services provider, SAGE has built a suite of solutions designed to support clients to accelerate their digital journey and unlock potential with the perfect balance of technology, process and capability.

CONTACT

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South Australia, 5042
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M + 61 (0) 488 585 69
E troy.hemmerling@gotosage.com

CAPABILITIES

- > Proven capability in delivering agile, innovative and fit-for-purpose electrical and control systems to stringent defence requirements for Defence Primes, OEMs and SMEs.
> We proudly embrace sector diversity, allowing cross pollination of the 'best thinking in engineering' - enabling us to not only 'meet' the industry's rigorous demands, but exceed them.
> SAGE has a leading edge advanced manufacturing centre located at Tonsley, South Australia.
> As a system integrator, we utilise where possible, commercial off-the-shelf (COTS) and/or military off-the-shelf (MOTS) components, to deliver appropriate and maintainable solutions.
> SAGE is one of the largest sovereign suppliers of systems engineering, training and through-life support services for Defence assets Australia wide.

DISCRIMINATORS

- > Proven track record in supporting global defence companies delivering projects and services.
> Vendor independent with reliable and robust worldwide supply chains built from more than 25 years' experience.
> Expertise to collaborate with you and recommend the best solution for your requirements.
> SAGE adheres to global best practice systems and processes. Our design process is rigorous and our testing regime is comprehensive.
> Robust quality and management systems underpinning the entire SAGE business.
> Established national workforce providing critical mass with great breadth and depth of in-house skills, and a can-do attitude.

ACCREDITATIONS AND AWARDS

ISO 9001 AS/NZ 4801 DISP
ISO 14001 IPC/WHMA-A-200

KEY CLIENTS AND PARTNERS



SHOAL

Capability in Complexity

Model-Based Systems Engineering (MBSE), Digital Engineering, and Modelling, Simulation and Analysis (MSA).

COMPANY

The multi-award winning team at Shoal brings unmatched expertise in the use of systems engineering digital design tools and analytics that supports Defence to develop and deliver critical systems and assets, minimise risks, and maximise overall project assurance.

CAPABILITIES

- Systems Engineering, MBSE across full project lifecycle
• Capability Definition & Design
• Digital Engineering
• Project/Program Management
• Asset Management Systems
• Weapons systems MSA
• Probabilistic Range & Flight Safety
• Decision Analytics
• Bid & Capture Support
• Integrated Logistics Support
• Research & Development

COMPETITIVE DISCRIMINATORS

- Highly skilled, systems engineering specialists, experienced across domains, with Australia's highest number of INCOSE SEP Certified Systems Engineers
• World leaders in conceptual design of complex systems using MBSE and other Digital Engineering tools
• Whole of life cycle design support as a sovereign ATL or BTL collaborative partner
• Flexible, distributed team with purpose-built Integration Management System
• R&D, innovation, and product development partner

KEY CLIENTS & PARTNERS

- Government
• CASG - Maritime Systems, Land Systems, Aerospace Systems, Space Command, Joint Systems, and Commercial
• Royal Australian Navy, Airforce & Army
• HQ Joint Operations Command
• Defence Intelligence Organisation
• Defence Science Technology Group
• AUKUS & Future Submarine Program
• Australian Space Agency
• SmartSat CRC
• Trusted Autonomous Systems
Industry
ASC | Lockheed Martin Australia | BAE Systems | Airbus | REDARC | Silentium Universities
• The Australian National University
• The University of Adelaide
• Swinburne University of Technology

ACCREDITATIONS & AWARDS

- Australian Defence Industry Awards
• Rising Star of the Year, 2021
AAUS Industry Champions Awards
• NextGen Award 2022
Australian Space Industry Awards
• Innovator of the Year, 2022
• SME Business of the Year, 2021
• Grad Program of the Year, 2020
Simulation Australasia Awards
• Project Innovation Award, 2021



Claire Knight

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shoalgroup.com

Australian owned and operated, Shoal Group has been supporting the defence sector for over 20 years.



YOUR PARTNERS IN DEFENCE ELECTRONICS.



REDARC Electronics has more than 40 years' experience in the research, design, development and manufacture of a range of electronic voltage converters and associated products, inverters, power supplies, battery chargers, brake controllers and trailer braking products.

CAPABILITIES.

- Immediate supply of existing robust products in high and low volumes
• Auxiliary battery charging and monitoring (HUMS) solutions
• Design of defence and automotive OEM-grade electronic equipment
• Advanced printed circuit board and electronic module manufacture in a modern, quality controlled, lean manufacturing environment
• Full life cycle electronics systems cradle to grave capability
• Thorough understanding of global, OEM and defence product compliance (EMC immunity, vibration, environment, etc)
• On-site test facility for precompliance of many standards

PRODUCTS.

- Heavy vehicle and emergency services electronics (vetronics)
• In-vehicle continuous battery chargers (radio batteries, C41, etc)
• Ruggedised DC-DC voltage conversion to provide safe, regulated, dedicated power buses (mixed 24V/12V systems, crew power, sockets, dedicated equipment, radio power)
• Controller Area Network (CAN-BUS) products (sensor to CAN, CAN bridge, SAE-J1939)
• AC-DC charging systems
• Vehicle battery Health and Usage Monitoring Systems (HUMS)
• High fidelity thermal threat emulators

DISCRIMINATORS.

- 20% growth YoY
• Over 40 years in business
• Well embedded quality focus, practices, standards and metrics
• Proven track record of 'Delivery in Full On Time' to Global OEMs
• 15% annual reinvestment in R&D
• Lean and continuous improvement embedded across the business

ACCREDITATIONS AND AWARDS.

- ISO 9001 Certified and ISO 14001 Certified
• UNECE Regulation 10 Conformity of Production
• Endeavour Awards Manufacturer of the Year 2020
• Endeavour Awards Global Supply Chain Integration of the Year 2020
• Defence Teaming Centre Collaboration Award 2019
• AAAA Australian Manufacturer of the Year 2015, 2017, 2019
• Telstra Business Awards Australian Business of the Year 2014
• Westpac Top 20 Business of Tomorrow 2017
• SEMA Global Media Award 2017, 2018
• Deloitte Technology Fast 50, 2003, 2011, 2012, 2014

AUSTRALIAN PARTNERSHIPS.

- FormCut (Packaging and Thermal Solutions)
• Intelliparticle (Advanced heating)
• Bristers
• Toolcraft
• Axiom

KEY CUSTOMERS.

- Kongsberg
• Volvo (Global)
• Kenworth (Australia)
• Thales
• BAE Systems (Australia)
• Raytheon
• Australian Department of Defence
• Varley Group
• Glenan Concept Cars (France)

KEY EXPORTS.

- U.S General Services Administration (gsa.gov)
• Singapore
• Middle East
• United Kingdom
• Greece

INTERNATIONAL PARTNERSHIPS.

- MARL International (Lighting)
• Abaco Systems

MEMBERSHIPS.

Defence Teaming Centre, Industry Voice and AI Group

CONTACT.

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The Stärke Advanced Manufacturing Alliance specialise in turnkey solutions for complex precision machining, tooling and fabrication projects, delivering full product and system assemblies.

We are 100% Australian owned, with manufacturing facilities based in South Australia and Michigan USA and have local supply chain partners for electronics, injection moulding, painting and coatings.

CAPABILITIES

- Ultra-low tolerance, small to very large part up to 8-meter CNC machining equipment and CMM (± 3 micron)
• Composite and alloy material 3D Printing and processing including carbon fibre, titanium and Inconel
• Laser cutting to 10mm stainless steel and 20mm carbon steel
• Welding (including fine laser welding) to quality specification AS1554.1 SP for complex fabrication assemblies across a range of materials including exotic metals
• Painting, powdercoating and surface preparation to defence specifications
• Product assembly, and assembly system design and manufacture
• Tool design and manufacturing of injection moulds, die-casting and hot and cold stamping tools, including multi-cavity, low and high-volume production tools
• Product R&D, CAD/CAM, prototyping, testing and project management, through to volume production, through-life service and support for long life-cycle projects

SOME OF OUR CUSTOMERS



DISCRIMINATORS

- Over 50 years of experience in project management and through life support, collaborating with Defence Primes and their suppliers
• Over 150 qualified professionals employed covering a range of skill sets with strong defence project experience
• Constant re-investment in our people, equipment, and facilities multiple successful grant applications to invest in capabilities
• Rigorous Quality and MRP systems to control all facets of product design and Manufacture
• Single components through to full assemblies and assembly systems
• An established, reliable network of local & international suppliers for manufacturing resources, and access to validated global supply chains

KEY MARKETS

- Defence
• Aerospace
• Marine
• Mining
• MedTech
• AgTech
• Automotive
• Industrial Assembly

QUALITY CERTIFICATION

ISO9001:2015
AS9100D certification
ITAR Approved
DISP member



1 Matson Court,
Gillman, SA, 5013

As Australia's University of Enterprise for Defence, we translate the knowledge generated by our research into real world outcomes.

UniSA is involved with many innovative defence-related projects and provides an extensive range of key defence related degree programs



► CAPABILITIES

- Autonomous systems
- Systems Engineering
- Cognitive Neuroscience
- Cyber Security
- Human-Centred Design
- Human System Integration
- Telecommunications & Signal Processing
- Wearable & Empathetic Computing

- Australian Research Centre for Interactive and Virtual Environments (IVE)
- Behaviour-Brain-Body Research Centre (BBB)
- Industry 4.0 Testlab
- Industrial AI Research Centre
- Future Industries Institute (FII)
- Laser Physics and Photonics Devices Laboratories (LPPDL)

► DISCRIMINATORS

- Innovative framework of engagement based on student placements, graduate recruitment, staff mobility, training, scholarships, PhD supervision, consulting, collaborative projects, R&D, commercialisation and joint Chair appointments.
- Defence related programs: Defence Systems Integration, Industrial Design, Data Analytics, Cybersecurity, Complex Project Management, Computer Networking, Data Management System Integration, Leadership and Management Development and Executive Education.

► INDUSTRY PARTNERSHIPS

Collaboration with industry Primes and SMEs:

- Airbus
- ASC
- Babcock
- BAE Systems
- Boeing
- Lockheed Martin
- Nova Systems
- Raytheon
- Rheinmetall
- Saab
- Accenture
- Acacia Systems
- DEWC
- Electro Optic Systems
- Fleet Space
- Lumination
- Sage Automation
- Silenium Defence
- Solinnov

► KEY PARTNERS

- Department of Defence
- Defence Science and Technology Group
- Defence Innovation Partnership
- Defence Teaming Centre

Collaboration with international universities including:

- University College London (UK)
- IMT Atlantique (France)
- Chalmers University (Sweden)
- Carnegie Mellon University (USA)

► QUALITY AWARDS & CERTIFICATIONS

- # 1 in Australia for Industry Income¹
- 100% of assessed research at or above world-class²
- #1 in Australia for Research Impact and Engagement³
- Top rating in Australia for Engineering Research²
- One of the World's Top Young Universities⁴

(1) 20-21. Public SA-founded universities
(2) 2018 Excellence in Research for Australia (ERA)
(3) 2018 ARC Engagement and Impact Assessment (EI)
(4) Ranked #29, 2021 QS Top 50 Universities Aged Under 50, Ranked #46, 2022 THE Young University Rankings

Thinking New? Think Coras.



We fuse expertise with humanity, rigour with creativity and innovation with curiosity. At the core of our business is the belief that a diversity of perspectives is the key to new thinking. That's why our team brings together deep industry experience with some of the brightest young minds in Australia.



How to attract and retain talent during a labour shortage

Business SA's quarterly Survey of Expectations for the September quarter, prepared in partnership with William Buck, has uncovered a lack of labour force availability as a common concern among its business owner respondents.

Almost two thirds of respondents (62%) said they had found it harder to source labour in the September quarter compared with the previous quarter. This is up from 59% of respondents in the previous quarter, demonstrating that it's becoming progressively harder for business owners to attract talent. Those surveyed were from both white and blue collar industries, with over 70% stating the difficulty was due to a lack of suitably skilled workers available, and almost 20% concerned that the cause was a lack of incentives for workers because of the increased rate of JobSeeker (\$250 a week).

It's hard to believe that in the last 18 months there's been a shift from job security concerns and enforced pay cuts to a skills shortage across a number of industries. In years gone by, labour market shortages could be addressed via migration policies – however international border restrictions have blocked this strategy. In fact, 22% of respondents to the SOBE Survey said the reason it was more difficult to source labour over the past three months was due to a reduced international labour market.

The current mismatch between demand and supply would usually mean employees have significant power in their remuneration negotiations, which would lead to a growth in wages. However, there is still significant uncertainty regarding the economic outlook, particularly in certain industries. We are witnessing a two-speed economy, with some sectors continuing to be impacted by COVID-19 restrictions.

And if all this isn't enough for businesses to contend with, overseas studies forecast a mass exodus of employees as they emerge from COVID with different priorities and goals.

It is therefore more important than ever for employers to have an effective and cost-efficient strategy to attract and retain key staff. In the current environment, this means offering competitive remuneration packages while keeping a tight rein on expenses. William Buck has extensive experience in designing tax effective remuneration strategies, to help incentivise staff and increase the value that you offer to your employees.

We have outlined potential remuneration strategy options, and key matters to be considered.

Short-term incentives

Examples of short-term incentives include cash bonuses and pay-rises, with 34% and 57% (respectively) of respondents to the recent SOBE survey answering that they offer these incentives to staff. These incentives are simple to implement and quite flexible, however the potential downsides include:

- **The employee's bonus is subject to tax at their marginal rate**
- **There are various employer on-costs (i.e. payroll tax, WorkCover etc.)**
- **Do the bonuses incentivise the employee?**
- **Is there an expectation the bonuses will continue, and therefore does this impose ongoing financial commitments for the employer?**

Due to the concessional tax treatment of certain benefits, salary packaging can often provide employees with a greater

after-tax cash position, while not costing the employer anymore. Furthermore, employment on-costs such as payroll tax, workers compensation and superannuation guarantee can sometimes be reduced. One potential disadvantage of salary packaging arrangements is the administration costs in establishing and maintaining the policy. The arrangements can also be quite complicated for payroll to operate.

Equity incentives

Equity incentives are a component of an employee's remuneration package that provide employees an opportunity to owning a portion of the business they work for, usually via shares and options. Only 6% of respondents to the SOBE survey said they offer equity incentives to staff.

Equity incentives can:

- **Help the business attract and retain talent**
- **Promote the company's long-term success by aligning interests between owners and employees, and**
- **Improve an employee's remuneration package without impacting the business' short-term cash flow.**

Whilst used extensively by public companies, equity incentives can be more difficult to implement for private businesses. For example, it may be a family business who are unwilling to offer ownership to an "outsider". It is also more difficult to determine the 'value' of a business, when it is not publicly traded on a stock exchange.

A recent trend we have seen with family groups is 'Phantom Share Plans', which aim to replicate the benefits of share ownership without granting actual ownership to the employee. These plans seek to deliver an amount to a participating employee (usually via a cash bonus), linked to the increase in the value of overall business.

A Phantom Share Plan can be administratively simple to establish, is flexible with how the award is calculated and does not have the Corporations Act obligations of a normal equity plan.

However, there are also potential pitfalls with these arrangements:

- **The cash bonus can lead to a cashflow issue for the company, especially if the 'value' of the business rises rapidly**
- **The employees are subject to tax at their marginal tax rate on the cash bonus**
- **It can be difficult to ensure it is undertaken on an equitable basis – i.e. how do you determine the value of overall business, which in most cases can be extremely subjective.**
- **There are various employer on-costs (i.e. Payroll tax, WorkCover etc.)**

Another option we are seeing are loan-funded share plans. These arrangements generally involve the employer providing an interest-free limited recourse loan to enable certain employees to acquire shares in the business at market value. The limited recourse feature of the loan means that the employee is protected from downside risk if the value of the shares falls below the outstanding loan balance.

When implemented correctly, these arrangements should not have adverse tax outcomes to the employee or employer. However, these arrangements are complex, and it is critical that appropriate documentation be prepared otherwise unintended tax outcomes can arise. It is also advised that a FAQ document or other guidance be provided to the participating employees, so they understand the potential income tax implications of these arrangements.

Total remuneration approach

We have seen a trend towards communicating 'total remuneration' benefits to employees, where financial and non-financial benefits are quantified and made visible to employees. Quantifying the total remuneration will better inform employees and allow them to compare their package with that of other organisations.

The following components may be included in the 'total remuneration' approach:

- **Fixed salary**
- **Variable performance incentives:**
 - o **Short term incentives**
 - o **Long term incentives**
- **Other non-financial benefits, which may include:**
 - o **Flexibility to work between the office and home**
 - o **Training and development initiatives**
 - o **Parental leave**
 - o **Income protection insurance**
 - o **Other benefits i.e. free gym membership.**

Research indicates that employers who adopt a 'total remuneration' approach can see an increase to employee engagement, decrease in staff turnover and even a boost to the employer's brand.

Conclusion

Australian businesses are faced with labour shortages in a time of continued economic uncertainty. This is forcing many to think outside the box and implement financial and non-financial incentives to attract and retain staff. With many options available including share schemes, bonuses, increased workplace flexibility, salary packaging and training and development initiatives, there's no one size fits all approach. This means that what works for one business may not work for another.

It's important to talk to an experienced business advisor if you are considering any of the above options, so that we can work with you to identify and implement the most suitable and effective remuneration strategy for your business. Contact William Buck Director Lee Fuller on (08) 8409 4333 or lee.fuller@williambuck.com for an obligation free/no cost discussion.

LUERSSEN DEFENCE BUSINESS

THE DNA OF SHIPBUILDING

Building on a family dynasty that has been in operation for more than 140 years, Luerssen Australia was established to bid for the SEA 1180 Offshore Patrol Vessel (OPV) Program. After an extensive evaluation process spanning approximately two years, Luerssen Australia had the honour of being selected as the Prime Contractor and designer for the OPV Program. Prior to establishing Luerssen Australia, the Lürssen (now NVL Group) naval shipbuilding had been focussed in Germany, making the establishment of a stand-alone shipbuilding enterprise in Australia a significant vote of confidence by the Group.

“It is a privilege for Luerssen Australia to be the Prime Contractor on the Arafura Class Offshore Patrol Vessel Program,” said CEO of Luerssen Australia, Jens Nielsen.



“We were pleased to be selected at the end of 2017 to build twelve OPVs based on an existing and proven Luerssen OPV80 design.”

“At the beginning of what has proven to be a very cooperative relationship with the Commonwealth, we signed the contract approximately two months later and started construction on Arafura after only a further seven months, in September 2018.”

ABOUT THE ARAFURA CLASS

The OPVs, which will be known as the Arafura Class, will improve upon and replace the capability delivered by the existing Armidale Class patrol boats. The Arafura Class will primarily undertake constabulary missions, maritime patrol and response duties.

The Arafura Class will provide greater reach and endurance than the existing Armidale Class, as well as superior surveillance capabilities. The new vessels will be capable of undertaking missions over greater distances than is currently possible with the existing patrol boat fleet. Luerssen Australia is building two OPVs in Osborne in South Australia, and a further ten in Henderson in WA. All 12 OPVs will be delivered by 2030. In a major milestone for the Royal Australian Navy and Luerssen Australia, the first of the new Arafura Class OPVs, NUSHIP Arafura was officially launched in December 2021 in Osborne, South Australia.

“The launch was an important milestone in the life of NUSHIP Arafura and it was an opportunity to celebrate and recognise the hard work and commitment of hundreds of people who have contributed to the program,” said Mr Nielsen.

“Everyone who has worked on NUSHIP Arafura has a unique place in the Royal Australian Navy’s history and you should be proud of your achievements. Together we have built a formidable vessel for the Navy.”

“Luerssen Australia has an ambitious schedule, is working hard to involve as many local companies as possible, and continues to embed in Australia our knowledge built up over 140 years of shipbuilding.”

LUERSSEN - A SUCCESS STORY FOR AUSTRALIAN INDUSTRY

Luerssen Australia is employing Australian workers, in Australian shipyards, using Australian steel to provide the Royal Australian Navy with the vessels it needs for the future. These activities create jobs, deliver a sovereign naval shipbuilding capability and help establish Australia as a hub for naval vessel exports.

Currently on the OPV Program, Luerssen Australia has achieved an Australian Industry Content (AIC) level of more than 63%, exceeding the targeted 60%, and is aiming to increase this even further.

“I am proud of the high level of AIC on the program and the large number of close relationships we have forged with our partners, the Program Office and the broader Defence community over the past four or so years,” said Mr Nielsen.

“Luerssen Australia firmly believes that building on our passion and history, with your support, we are helping shape the future of Australian shipbuilding, and by doing this we will provide the best possible vessels to the men and women in Australia’s Navy.”



Luerssen Australia is working hard to involve as many local companies as possible, and continues to embed its specialist shipbuilding knowledge into Australia, which has been built up over nearly one and a half centuries. By deeply embedding its commitment to AIC in its supply chain, Luerssen Australia is providing opportunities to Australian small and medium enterprises to provide services to the OPV Program and create local jobs.

WORLD CLASS CAPABILITIES

Drawing upon its extensive design, shipbuilding and sustainment capabilities, Luerssen Australia is able to bring world-class solutions to Australia’s naval needs. Luerssen Australia is a subsidiary of NVL Group. NVL stands for Naval Vessels Lürssen and it is an independent, privately owned group of renowned Northern German shipyards and related companies, formerly known as Lürssen Defence.

The group is headquartered in Bremen, Germany, and has a strong heritage. Together, the shipyards of NVL Group have completed more than 1,000 naval and coast guard vessels since the late 1870s, and have built and repaired ships for both the German Navy and fleets in over 50 countries. In addition to the design and manufacture of naval and coast guard vessels, NVL Group also provides extensive lifetime support to its customer navies through NVL Services.

OPPORTUNITIES FOR GROWTH

Luerssen Australia has a long-term strategy for building and sustaining minor warships and large vessels in Australia and wants to be actively part of necessary improvements in ship building and sustainment infrastructure development, in line with the Commonwealth’s continuous naval shipbuilding strategy.

Luerssen Australia has rapidly grown over the last four years and this will continue in the foreseeable future with a wide range of roles to fill in the coming months. This significant growth has seen Luerssen Australia recently bring on board its 150th employee, a milestone for the company since it only commenced its Australian operations in June 2018.

This continuous growth further establishes Luerssen Australia as a critical partner in helping Australia create a world-class sovereign shipbuilding industry.

- 135m long Dry Rail Slipway with 3000 ton lift capacity.
- 220m total wet fit out berthing with up to 600 amp shore power 50/60 Hz
- 100t crawler crane, and 20t mobile crane, 4 ton forklifts and 4 x 22m EWPs.
- Core staff of 100 people across the skills/trades required to maintain, repair and sustain vessels. 24/7 shift work. Indigenous and Veterans included.
- Over 20 years of maintaining & repairing HMAS Cairns Navy vessels.
- 45 years maintaining all types of vessels.
- Shell Plate replacement including full weld to Lloyd’s, DNV, and ABS class requirements with vacuum testing and NDT Dye Pen Testing.
- Fabrication DH36, Carbon Steel, Stainless Steel, Aluminum & CUNI pipe.
- Propulsion Drive line – bump test, removal, straightness test, coupling & shaft & seal inspection, bearings and stern-tube condition inspection and replacement. Line Boring and Facing. Alignments. Chockfast. Lathe 1500, 3000, 6000, Milling machine, radial drill, drill press, 150 x 25 angle Hydracrop, Band saws, Hytorc hyd.
- Preservation including mechanical preparation, Abrasive and Hydro blasting up to 40,000psi, Protective coatings, Inspection & reporting by Cert 3 & Cert 4, NACE 2 trained inspectors.
- Other services available on site, HVAC, Tank cleaning, waste removal, electronics



Tropical Reef Shipyard
1 Trawler Base Road,
Cairns 4870 Queensland,
Australia.
T: +617 4080 7200

info@trshipyard.com.au

www.trshipyard.com.au
www.norsta.com.au



Our goal is to meet world market requirements for our Service, Repair and Maintenance of vessels through technically appropriate, “value for money”, on time solutions. Our quality concept covers not only the service and sustainment, but also includes consulting and advisory services, delivery and operation. Our aim is therefore the development of “value for money” solutions and the sustainment of high-quality products and services in accordance with customer requirements and market demands. Actively conducting cost monitoring and risk surveillance activities, seeking options and recommendations to increase the efficiency and cost-effectiveness of the company. Fostering an environment of excellence, innovation, continuous improvement, cost efficiency, transparency and open, honest and timely communication.



1. Gazelle Coast	103m/334ft	2333 ton
2. Brisbane Dredge	84m/275ft	2800 ton
3. HMAS Leeuwin and Melville HS	71m/230ft	1970 ton
4. US Army Vessel Worthy	69m/225ft	2000 ton
5. Newcastle Bay	68m/224ft	1499 ton
6. Pacific Responder	65m/220ft	1520 ton
7. US Army Vessel Great Bridge	53m/174ft	804 ton
8. US Army Vessel Mystic	37m/122ft	750 ton
9. HMAS Paluma SML x 4	36m/120ft	325 ton
10. Smit Island Class ASD Tugboats	34m/112ft	1050 ton
11. HMAS Fantome SMB x 6	10.7m/35ft	7.48 ton



The management of Tropical Reef Shipyard recognize that the results achieved by the Company can only be as a result of the efforts of the personnel employed at the shipyard. Tropical Reef Shipyard acknowledges its responsibilities to perform ship repair activities in a manner which does not degrade the environment and is committed to ensuring our environmental obligations to our customers are met.



Certification – ISO 9001:2015 Quality Management System – ISO 14001:2015 Environmental Management System – AS/NZ 4801:2001 & OHSAS 45001:2018 Occupational Health & Safety Management System – DEF AUST 5000 Slipway Facility Qualification



DTC MEMBERS CAPABILITY

3D Metalforge Limited (3D MF)



www.3dmetalforge.com

David Green
Business Development Director (AUS / NZ)
Tel: +61 8 6119 8444
Mob: +61 410 851018
E: david.green@3dmetalforge.com



▶ CAPABILITIES

- ▶ We offer rapid component availability and design services, supporting client supply chains, reducing acquisition and asset management costs
- ▶ End to end' Additive Manufacturing(AM) services include;
 - Auditing parts/components inventories to assess suitability For AM
 - Reverse engineering parts/components for 3D printing
 - Development of secured cloud based Digital libraries of production drawings
 - Re-design/re engineering of parts to improve performance/durability
 - Dedicated Onsite/Zero mile AM production set up and management for clients
 - Production locations in Singapore and Houston TX USA –using PBF & WAAM

▶ KEY CUSTOMERS

▶ Australian defence contractor



▶ KEY MARKETS (Local / International & Potential)

- Oil & Gas
- Mining
- Defence
- Marine
- Power/utilities
- Manufacturing

▶ QUALITY APPROVALS & AWARDS

- Systems Certified by DNV to ISO 9001-2015
- Manufacturing facilities certified by LR for Additive Manufacturing



Current as at: February 2022

3D MetalForge Ltd
Provide 'end to end' Additive Manufacturing services for Metallic, Plastic and composite components



▶ DISCRIMINATORS

- Materials and AM engineering capability to optimize parts in terms of cost/quality/performance
- Established track record with AM Manufactured parts for extreme conditions found in Oil & Gas environments
- Major contributor to the development of AM standards globally (inc API 20S)
- Management of post production services (eg: Heat treatment/HIPS/surface coatings)



AEROBOND

Specialising in advanced composite and sheetmetal manufacturing + sustainment.

COMPETITIVE DISCRIMINATORS

- + SOLUTIONS – Proactive problem solvers
- + INNOVATION – Prototype design development and manufacture
- + EXCELLENCE – Quality products
- + SOUTH AUSTRALIAN OWNED

SUSTAINMENT

- + Extensive commercial sustainment experience
- + Composite and metalwork specialist
- + Welding – Aircraft Welding Authority
- + Non-destructive testing
- + Special processes: heat treatment and protective coatings
- + Radome transmissivity testing per RTCA DO-213
- + Mobile Repair Team

MANUFACTURING

- + Advanced composite
- + Sheet metal and tubular
- + Welded
- + Machined ferrous and non-ferrous
- + Avionics and aeronautical products

CERTIFICATIONS AND ACCREDITATIONS

- + CASA Production Certificate (CASA.145.0095)
- + CASA Part 145 Maintenance Organisation Approval Certificate (CASA.PCI.P.0023)
- + ISO 9001:2015
- + AS 9100D
- + AS 9110C

KEY CUSTOMERS

- + Qantas
- + Virgin Australia
- + Cobham Special Mission
- + Babcock
- + BAE Systems Australia
- + Airbus Australia
- + Northrop Gumman Australia

CONTACT

Justin Struik, Managing Director
M +61 414 655 564
support@aerobond.com.au
aerobond.com.au

CAPABILITIES:

Mechanical testing:

- Vibration
- Shock (SRS/UNDEX)
- Shock (classical)
- Impact
- Inclination
- Fatigue
- Acceleration

Noise testing:

- Humidity cycling
- UV and Solar
- Salt-fog
- Airborne
- Structure-borne

Fluidic testing:

- High/low altitude
- Decompression
- Hydrostatic
- Pressure and flow

Climatic testing:

- Temperature

EMC/EMI testing:

- Valve testing
- Radiated susceptibility
- Conducted susceptibility
- Emissions
- Surges
- ESD
- Transient burst

KEY CLIENTS:



THALES

BAE SYSTEMS

L3HARRIS™



Raytheon Australia

KEY PROJECTS:

- ANZAC class – AMCAP, SEA1448, SEA1442
- Evolved SeaSparrow Missile – ESSM Block 2
- Attack class – SEA1000
- Huon class – CN14
- Hunter class – SEA5000
- Collins class – SEA1439
- Nulka – SEA1397
- Arafura class – SEA1180

DISCRIMINATORS:

- One-stop shop (Environmental, EMC, Electrical, Telecom, Acoustics)
- Test facilities in NSW, VIC, SA
- Naval shock testing to MAP 01-470, BV043, DEF(AUST)5000 and MIL-5-901D/E
- Established relationship with leading primes
- Expertise in testing of equipment for RAN platforms

APPROVALS AND ACCREDITATIONS:

- A2LA accreditation (cert. no. 2765.02)
- MIL-STD, RTCA, DEF STAN, DEF(AUST), IEC, ISO AS/NZS, etc.
- ISO17025 certified
- Defence Approved Supplier
- ACMA & FCC Recognized, State and Federal
- RAN Directorate of Naval Engineering (DNE) endorsement



SYDNEY
Unit 2, 9 Packard Av,
Castle Hill NSW 2154

MELBOURNE
2 Brex Court
Reservoir VIC 3073

ADELAIDE
13 Newfield Rd,
Para Hills West SA 5096

ALL TESTING AND CERTIFICATION IN ONE LOCATION CALL 1800 001 411
www.austest.com.au | austest@austest.com.au

AXIOM

PRECISION MANUFACTURING

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AXIOM PRECISION MANUFACTURING

We are a family owned 43 year old South Australian SME that specializes in the manufacture of components and assemblies for the Defence, Aerospace, Space and Medical Device industries

www.axiompm.com.au

SILVERSHIELD - counter remote control improvised explosive device



► CAPABILITIES

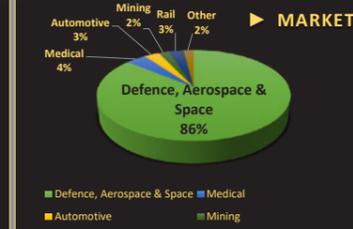
- Precision 5 Axis CNC machining
- Co-ordinate measuring and reporting
- In-house Mechanical & Electronic Design
- Precision electro-mechanical assembly and integration
- Tooling and injection moulding of polymer composites
- Precision fabrication

► DISCRIMINATORS

- ITAR and Zone 3 Defence Secure Facility
- 38 High Precision CNC machining centers
- 4 CMM's & FARO capability for Measurement Reporting & 3D Scanning
- Temperature controlled ITAR machining area – up to 3.0m part length
- Precision electro-mechanical assembly and integration
- Environmentally Controlled Room for Electronics Assembly

► KEY CUSTOMERS

- BAE Systems Australia – F-35 JSF
- L-3 Harris – SILVERSHIELD
- Raytheon – Consoles & Cabinets
- Boeing Defence USA – CH-47 Components
- ASC – Collins Class Sub Components
- SAAB – Electronic Hardware
- DST – Prototype Development



► MARKETS

► CERTIFICATIONS AND AWARDS

- AS 9100D/ISO 9001 (Aerospace & Space)
- ISO 13485 (Medical Devices)
- ISO 14001 (Environmental)
- Winner: DTC Outstanding SME Award 2016
- Finalist: Optus Business Awards, Defence 2018
- Finalist: Australian Defence Industry Awards 2019
- Winner: DTC Growing & Emerging SME Award 2021

AV Integration

COMPANY / CAPABILITY OVERVIEW

Personalised on-site Consultation Services, Audio visual Systems Design and Integration, Programming of Automated room Control solutions, Installation & Maintenance programmes, Turnkey Audio visual services sales & support, Dedicated System Engineer & Project Managers, Contracting Teams for all Major projects; All major pro- Audio Visual brands, Professional Concert & Stadium PA systems, Performing Arts Centres, Large scale Theatre Fit outs, Council Chamber Fit outs, Boardroom & Training Rooms, Interactive classrooms, 3D projection, and simulation training. School PA systems...etc

CAPABILITY

Training and Simulation, Audio visual installations for meeting rooms, simulation rooms and training facilities.

AV Integration Pty Ltd
8 Croydon Road Keswick SA 5035
Ph: 08-8297 8888 info@avintegration.com.au

Paul Beck General Operations Manager
Contact: paul.b@avintegration.com.au

AVintegration®
SPECIALISTS IN COMMERCIAL AUDIOVISUAL SOLUTIONS

COMPETITIVE DISCRIMINATORS

Our attention to detail in the design and installation of audio visual systems and ability to adhere to strict timeframes for delivery. Our access to Defence approved equipment for installation from our suppliers. Technical assistance direct from the manufacturer's either local or international, to assist designing systems that are innovative and may not have been done before.

CERTIFICATIONS / ACCREDITATIONS

NECA member – WHSEQ Management system currently under implementation. ISO9001 InfoComm International Member

PARTNERS & CUSTOMERS

Our supply partners that have defence approved equipment, and are used world wide in Defence AV installations are; Crestron, Extron, Christie Digital systems and Think Logical.

We have previously and are currently working on projects for the Flinders University, Adelaide University, Department of State Development, Department of Premier & Cabinet, Department of Treasury & Finance, Department of Defence (RAAF) and the DSTO.

babcock™

Company overview

Babcock Australasia is a Defence, Aviation and Critical Services company that operates across Marine, Aviation and Land Sectors. We support complex and critical capabilities for our customers through the provision of integrated services enabled by proven systems, processes, and people. With over 1600 employees across Australia and New Zealand, Babcock is trusted to deliver engineering, operational, training and asset support services in a range of specialist domains that include warship sustainment, strategic military communications, naval combat systems, fleet and asset management, training and emergency aeromedical services. Babcock Australasia is part of Babcock International Group PLC, the global aerospace, defence and security company.



Contact us

Craig Schwartz
Head of Customer Solutions (Defence & Security)
08 8440 1400
enquiries@babcock.com.au



Creating a safe and secure world together

Core capabilities

MARINE

- We ensure the Australian and New Zealand Navies go to sea safely through the delivery of complex ship and submarine sustainment programmes.
- We support warships and submarines through the design and support of critical systems.
- We manage total cost of ownership through supply chain management and optimisation, eliminating waste and optimising support services.

LAND

- We streamline sustainment and acquisition processes using our industry-leading asset management systems and tools.
- We deliver improved availability and operating cost savings across complex and critical fleets in defence and civil aerospace.
- We provide strategic military communications through advanced technology-enabled solutions that operate across the globe.

AVIATION

- We save lives with our aerial emergency medical and search and rescue services.
- We protect communities with our aerial surveillance services for law enforcement and border protection.
- We provide specialist technical crew training to enable our customers to perform their jobs safely.

NUCLEAR

- We provide nuclear safety and stewardship for civil and military customers in the UK, built on decades of operational excellence.
- We sustain the entirety of the UK's nuclear submarine fleet and operate the UK's only licenced facility for refitting, refuelling and defueling nuclear submarines.
- We take a leading role in all civil nuclear in the UK from new build, to operational support decommissioning.

Coherics provides sovereign capability and expertise in training systems for the Australian Government and Defence Industry sector.

The company offers core capabilities to evaluate and analyse current training systems and complex pipelines; design and generate training system architecture and learning products; and deliver training, that enables our clients to train their workforce faster, better, and cheaper.

Coherics is a certified Australian veteran-owned business and offers innovative training strategy and tailored training solutions for both above- and below-the-line projects. Coherics excels by combining decades of defence operational training knowhow with decades of scientific, academic, and specialist human performance expertise to fully utilise and implement data driven analyses in the training domain.

Memberships and Partnerships:



Capabilities:

Training System Evaluation and Analysis

- In-service capability assessment
- Strategic training advice and continuous improvement implementation
- Training asset utilisation and throughput modelling and remediation

Training System Generation

- Develop and deliver training systems across all domains of warfare
- Training and Performance Needs Analysis
- Learning Management Package and Learning Management System development and integration
- SME course curricula and content generation

Training Delivery

- SME training delivery in aviation, science, and air warfare

Discriminators

- Tailored service as a product across all training domains
- DISP Member, all staff security cleared
- Raytheon Australia Capability Plus Partner
- 100% Australian sovereign and AIC compliant
- Decades of shared training and military experience
- Decades of shared scientific and academic publications demonstrating field-leading status
- Ongoing investment in our people
- Your mission is our mission

Key Customers:



COMPANY OVERVIEW

Electromek is a South Australian SME, focused on design and supply of electronic systems, mechanical hardware, and thermal management solutions to Defence, Railway and Industrial markets throughout the Asia Pacific region.

Established in 2017, Electromek is owned and managed by it's directors Matthew and Tara Nadge.

Matthew has accumulated over 25 years experience in the Electronic industry. With this in mind, there was an opportunity to start Electromek in 2017, with aim to support customers with known brands, whilst also developing new supply partners to further support.

DISCRIMINATORS

- Leaders in standard, modified and custom hardware design globally
- Proven expertise in hardware design and supply
- Long standing official in-country representative partnerships
- Existing designs in real applications
- Experienced Technical Leadership

PRODUCTS AND SERVICES

- Rugged Electronic Racks
- COTS Embedded Systems
- Electronic Rack Transit Cases
- Rack Mounting Solutions
- Sub-Assembly



KEY CUSTOMERS

- SAAB Australia
- Lockheed Martin
- BAE Systems
- L3 Harris
- ASC
- Leonardo
- Department of Defence
- Thales Australia
- Raytheon Australia

QUALITY

All our manufacturers are minimum ISO9001 certified

IN-COUNTRY PARTNERSHIPS



Specialists in the supply, packaging and certification of Defence quality seals and spare parts. Delivery is on-time, every time.



CAPABILITIES

- ✓ Seals – standard and bespoke
- ✓ Sealing related products
- ✓ Spare parts – domestic and international
- ✓ All OEM brands available
- ✓ Quality measurement to within 5 microns using Vertex 311 optical measurement machine

KEY CUSTOMERS & PARTNERS



DIFFERENTIATORS

- ✓ Australian owned and operated
- ✓ Agile and adaptable
- ✓ Highly responsive
- ✓ Defence ready – now
- ✓ 30 years Defence supply experience
- ✓ Quality of service, not quantity of supply

MEMBERSHIPS, AFFILIATIONS & CERTIFICATIONS



www.defenseals.com.au
(02) 9999 5532
tracey.love@defenseals.com.au

COMPANY OVERVIEW

EM Solutions is a trusted technology developer of innovative microwave and on-the-move radio and satellite products that help to deliver high speed telecommunications anywhere in the world.

The company's principal activity is the design, assembly, test, and support of high end, broadband satellite transceivers and communications-on-the-move terminals for defence and government customers.

Our most discerning customers typically serve the national interest and require resilient and assured systems operable in high threat environments.

PRODUCTS AND SERVICES

Innovative leading-edge satellite and microwave communication technology for Defence and Maritime sectors

- **Satellite On-the-Move Communication Terminals** – Innovative Maritime and Land systems adopted by Defence and Government customers globally
- **Microwave subsystem parts and components** – tailored design and build to MilSpec customer requirements
- **Build to Print** – Contract manufacture of microwave or radio and radar designs
- **Design and Engineering** – Develop, test and manufacture of Radio Frequency (RF) and Mechatronic products and systems
- **Through Life Support** – Maintenance and repair services for deployed electronic systems and products (including our own)

CONTACT US

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Global Sales Director
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F: +61 7 3414 0799
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55 Curzon Street, Tennyson QLD 4105

US Office
Todd Hershberger
VP Business Development
P: +1 828 302 5549
todd.hershberger@emsolutions.com.au

EM Solutions is an Electro Optic Systems Holdings Limited (ASX:EOS) owned company

DISCRIMINATORS

Leaders in design, build, and test of assured and resilient wireless communications products

Extensive library of proprietary IP enables rapid customisation of RF products and vertically integrated platforms to customer specification

Unique antenna, monopulse tracking and multi-band RF technologies

Trusted microwave technology development, manufacturing and support/sustainment capabilities covering all aspects of electronic hardware for defence customers



If you communicate via satellites in space while moving on land or sea, EM Solutions has the answer.



KEY CUSTOMERS

- Australian Navy
- Australian Border Force
- Inmarsat
- US Navy
- Indra / Spanish Army
- Amplus / Indian Army
- Australian Army (C4EDGE)
- Jepico/NICT Japan
- DSTG (Australia)
- Thales
- Leonardo
- Airbus / L3
- UR Group
- NATO Navies



KEY PARTNERSHIPS

- University of Queensland
- CSIRO
- DSTG (Australia)
- University of Sydney
- Build to Print & Services Partners**
- BAE Systems
- Ground Probe
- Australian Department of Defence

QUALITY ACCREDITATIONS AND AWARDS

- ISO 9001:2015
- Australian Trusted Trader
- Known Consignor
- Essington Lewis Award 2018
- Dept. of Defence SME Team of the Year (with Navy / CASG)
- Thales Australia Supplier of the Year 2018
- Lord Mayor's Innovation Winner 2016



Packaging and Defence Product Specialist

Protecting Defence Lives and Assets



KEY CUSTOMERS

Department of Defence
BAE Systems Australia
THALES Australia
SAAB Australia
ASC, ULTRA, REDARC
ELLEX Medical, SETEC
BABCOCK, Myriota

CAPABILITIES

Specification, Design, Engineering, CNC Machining Fabrication, Sub Assemblies, Contract Manufacturing
Military grade material sourcing, Foam, FRAS Foam, Custom Cases and Enclosures, Value adding, Storage and Warehousing, Design for Export, Supporting Global Sustainment

QUALITY APPROVALS and AWARDS

ISO 9001:2015 Certificate Number QMS42425

"Thales Australia recognises the design and development process within Form Cut." - Thales Australia

"We have been educated by Form Cut and have a number of future opportunities to utilise their services." - BAE Systems Australia

"On each occasion Form Cut has approached all tasks with professionalism and confidence." - ASPPO

DISCRIMINATORS

Specification, Design and Manufacture of Packaging to DEF(AUST)1000C

- Protective Packaging
- Reusable Packaging
- Packing Frames

- Shielding and Linings
- Thermal and Acoustic Insulation
- Seals, Gaskets and Washers
- Flotation Systems
- Surface Protection
- Blast Mitigating Flooring
- ILS, TLS
- Cartons & Containers

Form Cut is a pro-active Defence focused organisation, developing Packaging, Handling and Storage solutions for the safe and secure transit of defence material. Our specialist team of Industrial Designers and Engineers deliver custom protective packaging solutions for military use, incorporating shock and vibration attenuation for fragile and sensitive products, thermal and acoustic insulation and linings. Form Cut also supplies seals, gaskets, sub-assemblies, occupant protection systems and a growing range of our own product lines.



Direct Contact

Karl Falzon, CEO
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Design | Create | Protect

Address

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Australia 5042



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Ph: + 61 (0)2 9636 5655
www.lubeng.com.au

Contact: Andrew Ezis
National Sales Manager
Ph: 0418 984 223
andrew@lubeng.com.au

Lubrication Engineering are an Australian owned supplier of lubrication technology and reliability solutions. We design and deliver solutions that meet the performance, reliability and technological expectations while maintaining exceptional levels of service and support across Australia.

Products & Services

- Automatic Lubrication Systems
- Viper Wire Rope Lubrication System
- Consulting and Design
- Auditing and Training
- Contamination Control Systems
- Lubrication Storage and Dispensing Systems
- Lubrication Transfer Equipment
- Technical and Service Support

Key Customers

- Australian Submarine Corporation
- Rio Tinto
- BHP Billiton
- Liberty GFG
- Newmont
- Queensland Alumina Limited
- Snowy Hydro
- Viper WRL - Exported to Over 80+ Countries

Capabilities and Discriminators

- Specialists in Lubrication System Design
- Lubrication Reliability Experts
- In-House Technical Support
- Capability to Manufacture and/or Assemble
- System Testing and Service Support
- Warehousing and Spare Stock
- National Coverage
- Servicing the Australian Market for 30+ years

Quality Standards and Accreditations

- BS ISO/IEC 27001:2013 Information Security Management Systems
- AS/NZS ISO 9001:2016 - Quality Management Systems
- AS/NZS ISO 14001:2016 - Environmental Management Systems
- ISO 45001:2018 - Occupational Health and Safety Management Systems
- Winner of the NSW Export Awards for Viper WRL
- Defence Industry Security Program (DISP)



Supporting Brands



Contact Name: Charlie Tranchita
Position: Director
Tel: +61 8 94947200
Mob: +61 418899214
E: info@fremantlehydraulics.com.au

Established in 1992 to support the defence, marine & industrial hydraulic industries. We offer our clients an end-to-end hydraulic service, from the hydraulic system design, manufacture, to installation and the repair and servicing of hydraulic systems. We offer services for both simple and complex hydraulic applications on or off-site



DISCRIMINATORS

- Over 40 years experience in the marine industry
- Professional & prompt service, manage & delivered project earlier than proposed deadlines
- Our ability to be predictable, will execute the project on time and within budget.
- Our Risk Management process will identify and eliminate problems before they occur.
- Our communication is open and proactive on all occasions.
- Located in the Henderson WA

CAPABILITIES

- Hydraulic design and installation of hydraulic systems.
- Sales, service & repairs of hydraulic components
- Design & manufacture hydraulic approved power steering systems.
- Supply & maintenance of hydraulic marine deck cranes
- Service & maintenance of Framo Cargo pumping systems.
- Service & maintenance of hydraulic deck winches for Replenishment at Sea (RAS)
- Service & maintenance Rescue Boat Davits (Vestdavit)

KEY CUSTOMERS

- ASP Ship Management (HMAS Sirius)
- BAE Systems Australia
- Teekay Shipping Australia
- Serco Defence Maritime Services:
- Kongsberg Maritime Pty Ltd
- Australia Border Force Protection
- Kotug Maritime Services
- Rio Tinto
- Pilbara Iron
- Svitzer Australia
- Total Australian Mooring Systems

KEY MARKETS.

- Defence
- Marine
- Offshore
- Mining
- Transport
- Industrial
- ▶ **KEY PARTNERS/SUPPLIERS.**
- VestDavit: Fast Rescue Craft Davit Systems
- HS Marine Cranes

QUALITY APPROVALS & AWARDS

- ISO 9001:2015 Quality Management System
- ISO 14001:2016 Environmental Management System
- ISO 45001:2018 OHS System
- Australian Fluid Power Society
- Sam Walsh Award for Cylinder Positioner Unit

Maritime Domain



Company / Capability Overview

Nova Systems is global engineering services and technology solutions company, partnering with our clients to keep our nations and people safe and secure.

Nova Systems provides the operational and engineering solution to help our clients solve their challenges in the maritime domain. Our people combine technical skill with an in depth understanding of what is required to deliver and sustain capability.

We provide scalable solutions from specialist advice through to turn-key services, working with OEMs and the end user to deliver capabilities tailored to their needs.

Capability

- Test & Evaluation
- Combat & Platform Systems Engineering
- Requirements Elicitation and Management
- EMI/EMC/RADHAZ/Topside analysis
- Safety, Certification & Seaworthiness
- Acquisition & Sustainment Logistics
- Project Assurance, Risk & Controls
- Integration Activities
- Capability Development
- Capability Assurance
- Training Development and Delivery

The smarts behind the solution.

- Professional independent advice
- Experienced defence consultants
- Strong relationships with defence stakeholders and support agencies
- Competent technical professional services
- De-risking of program delivery

Competitive Discriminators

- Sovereign Leader in Test and Evaluation.
- Knowledge and experience in capability acquisition and introduction into service.
- 100% Australian owned and controlled with global reach.
- Wide breadth of engagement across majority of major Capability Acquisition programs in Australia.
- Established offices in Five Eyes partner countries including the United Kingdom and New Zealand exporting Nova Services to Europe and Asia.
- Significant experience in Maritime integration activities.

Key Clients

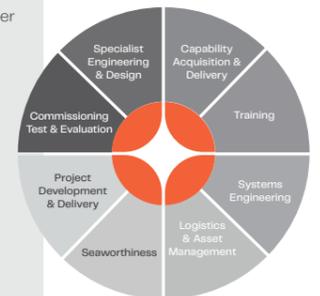
- Capability Acquisition and Sustainment Group (CASG)
- Royal Australian Navy
- Saab
- NORSTA
- BAE Systems
- Raytheon
- Royal New Zealand Navy

Key Partners

- Sovereign Missile Alliance
- Team Nova (Qinetiq, PWC, Omni Executive, AMW Professional Services, BMT, LES)
- University of South Australia

Certifications / Accreditations

- Australian Skills Quality Authority - Registered Training Organisation
- AS/NZ 4801
- ISO 14001
- ISO 9001



Contact

Kyle Stockman
Business Development Manager - Land & Amphibious
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Company Profile

PRP Manufacturing is the leader in providing custom engineered solutions using advanced flatbed CNC cutting technology.

Accomplishments

- Awarded contract to supply gaskets to BAE Maritime for Hunter Class Frigate Program
- Extensive quality experience with key defence partners
- Internal policies encapsulating OH&S, security, employee conduct & continuity
- Production certified in lean six sigma
- SADI, CDIC and DCG grant recipient
- Members of DTC, AIDN, ICN

Company Discriminators

CULTURE & VISION

A long-term strategic direction underpinned by innovative and progressive company values.

SUPPLY CHAIN STRENGTH

Trusted long-standing supply chain with full accountability for all products and materials.

PERFORMANCE & QUALITY

Ongoing monitoring, controlling, and improving of production related metrics.

Product Discriminators

CAPABILITY

CNC computer cutting

DISCRIMINATORS

Waterjet, laser, router, knife and die press technology

CUSTOMER



Gaskets & seals

Rubber, sponge, cork, fiber and metallic varieties



Protective hard case & foam inserts

Pelican, Nanuk & Max hard cases. FRAS and FDA foam varieties



Custom packaging solutions

Unique storage solutions with foam, divider, and other options



Advanced foams & insulation

Class-leading properties for a wide range of applications



Partners & customers



Luke Sernecki
PRP Manufacturing
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Tekuma - Improving the way humans interact with technology.

Tekuma's orb is a control component that can be integrated into any human-machine interface, making it easier to control drones, robots and other devices. Drastically improving the user experience, it can save your business time and money, as well as personnel and training costs.

Already serving customers in the US and Australia, Tekuma is seeking new partners to ensure a friendlier control experience for all sorts of technologies.

CAPABILITIES

- Tactile six-degrees of freedom control, operable with just two fingers.
- Intuitive, force-based control as opposed to distance-based. Customisable for application.
- Wide array of applications, including drone control, bomb disposal, training, air traffic navigation, underwater maintenance, research, exploration and biosecurity.

DISCRIMINATORS

- Can be integrated with any device, swapping out customised communication chip.
- Designed and manufactured in Australia
- Patented in Australia, Japan, USA and Europe
- Ease of use reduces training time and personnel by >30%
- Robust design allows for temperatures from -40°C to 125°C
- >30% faster to complete basic manoeuvres (compared to standard joysticks)

KEY CUSTOMERS



(United States DoD)



AWARDS

- Austrade & CSIRO's Civilian and Defence Use Landing Pad
- 2021 Core Innovation Hot 30



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Red Piranha

QUAD CHART RED PIRANHA LTD.

At Red Piranha, we came up with a simple concept: a holistic security solution that works. Recruiting a team of experts from around the globe – from engineers to academics to ethical hackers – we worked to develop the most exhaustive and effective security controls available on the market.

In 2013, we integrated the threat intelligence platform DNS.insure into the development of the Crystal Eye Unified Threat Management system for advanced cloud and on-premise protection. Since then, we've developed additional capability around threat detection and incident response along with the integration of other advanced security capabilities to evolve into the Crystal Eye XDR platform.

With numerous clients around the world and multiple threat intelligence feeds into our platform, Red Piranha has global insight into the evolving threat landscape.

OUR VISION

Our philosophy is clear. End-to-end protection for your enterprise that meets ever-changing cyber security risks. We are committed to offering superior cyber security products and services at an accessible price, so even small to medium businesses can enjoy ironclad information protection.

Demonstrated Experience

Red Piranha is an Australian-based ISO 27001:2013 certified cyber security company with a global presence servicing large and small clients and partners across multiple industry sectors:

- ▶ Critical Infrastructure
- ▶ Defence
- ▶ Education
- ▶ Financial Services
- ▶ Government
- ▶ Health
- ▶ Pharmaceutical

Named in the "Top 20 Companies to Watch" by Insight Success Magazine, Red Piranha is highly regarded and recognised within the information security sector.

Further recognition of Red Piranha's capabilities extends with the achievement of numerous industry awards:

- ▶ Australian Export & Investment Awards – Emerging Exporter Finalist 2021
- ▶ Defence West Aspire Award – Winner, Adam Bennett 2021
- ▶ Western Australia Export Awards – Emerging Exporter Winner 2021
- ▶ Australian Defence Industry Awards – Cyber Business of the Year Finalist 2021
- ▶ Black Unicorn Awards – Top 10 Baby Black Unicorn 2021
- ▶ Global InfoSec Awards – NextGen XDR Award 2021

- ▶ Defence Industry Award finalist for "Cyber Business of the Year" 2020
- ▶ Defence Industry Award finalist for "Innovator of the Year" 2020 for Red Piranha CEO Adam Bennett
- ▶ Consensus Innovation Awards 2019 – Innovation Award 2019
- ▶ Stay Cyber Safe – WA Cyber Security Team of the Year 2019
- ▶ WA Industry & Export Awards – Finalist 2019
- ▶ APAC CIO Outlook Top 25 Managed Service Providers – 2018

Red Piranha has been granted the Defence Export Permit by the Department of Defence, which licensed Red Piranha to export our technology to foreign governments.

PARTNERSHIP

Red Piranha continues to expand its engagement with the Department of Defence. Through the engagement with Defence West, Red Piranha has joined forces with North Metropolitan TAFE and South Metropolitan TAFE. These engagements will see Red Piranha working with our educational institutes on improving the quality of next generation cyber security graduates through the integration of practical skills and industry knowledge into curriculum development.

MANUFACTURING AND SUPPLY CHAIN

Red Piranha relocated its manufacturing to Australia in 2020. Manufacturing locally drastically reduces environmental impacts and carbon emissions due to shipping, reduces reliance on other countries, secures and streamlines supply chains, creates jobs, and supports fellow businesses and industry. Red Piranha Ltd has been licensed by Australian Made Campaign Limited to use the Australian Made Australian Grown logo.

PRODUCT AND SERVICES

Red Piranha has developed one of the first XDR (Extended Detection & Response) platforms in the market, allowing organisations to reduce the risk of a cyber security incident, reduce time to detect and respond to a threat and reduce the cost of securing their business. We also offer a comprehensive suite of security consulting services to help our customers get secure and achieve compliance. These services include, but not limited to,

- ▶ Virtual Chief Information Security Officer (vCISO) engagements
- ▶ Vulnerability Assessments and Penetration Testing
- ▶ Governance, Risk and Compliance (GRC) Audits and Consultancy
- ▶ Digital Forensics Services
- ▶ Incident Response Services
- ▶ Threat Intelligence Analysis
- ▶ Business Survival Assessment Services (BSAS), and
- ▶ Corporate and General Staff Security Awareness Training.



PRODUCTS

- New Hydraulic & Pneumatic Cylinders
- Hydraulic & Pneumatic Cylinder Repairs
- Hydraulic Testing
- Hydraulic Fittings, Valves & Piping
- Precision Machining
- 3D design and CAD/CAM
- Down-hole Products
- Down-hole Thread Repairs
- Pipe Nipples, Conswage, Eccentric Swages
- Spade, Spec Blind & Ring Spacers
- Orifice Plates
- Bleed Rings
- Rollers
- Consultation On & Off Site
- Research & Development
- Client-specific Parts/Items
- Exclusive Supplier of All Products Listed in the Belleville Range

CAPABILITIES

- Machining Services — CNC Machines, Centre Lathes, Drilling, Milling, Key Cutting, High & Low Volume & Large Capacity Turning
- Fitting Services — In-house Cylinder Building, In-house Cylinder Testing, On-Site Fitting Service, Valve Assembly & Pipe Bending
- Welding — Light Fabrication
- Nut/Joint Torqueing up to 60,000 ft./lb.
- In-house CAD/CAM Design & Drafting
- Land Storage Solutions
- Research & Development

DIFFERENTIATOR

- Quick lead times averaging 7-10 business days
- Exclusive distributor and agent for Belleville International, Australia-wide
- Patented global technology
- End-to-end engineering capability

KEY SERVICES & PRODUCTS

- Australian Defence Force**
- Radar System Components
 - Body Armor Components
 - Destroyer Project
 - Hunter Class Project
 - Future submarines
 - Space Rocket Components
 - Design
 - Bespoke Manufacturing
 - Maintenance Program of Collin Class
 - Moulds for Composite Manufacturing

KEY PARTNERS



HEADQUARTERS

18 Playford Crescent, Salisbury North, South Australia, 5108

STORAGE FACILITY

368-378 Diment Road, Burton, South Australia, 5110

CHIEF EXECUTIVE OFFICER

Stephen Moss
stephen@trymossengineering.com.au

QUALITY STANDARDS

ISO 9001:2015

VIPAC

Engineers & Scientists



vipac.com.au

COMPANY / CAPABILITY OVERVIEW

Established in 1973, Vipac is a wholly Australian-owned company that specialises in acoustics, vibration, dynamics and testing, with over 150 trained experts and five offices across Australia.

Vipac has undertaken various joint R&D projects with the Australian Government and major Defence primes to make it one of the defence industry's preferred suppliers.

Since 1973, Vipac has earned a global reputation as a leader with expertise and proven experience in:

- structures, dynamics, acoustics, vibration, shock, thermal and fluid mechanics, system and sensor design, mechanical/machine condition monitoring and specialist testing
- fields such as defence (land, air, marine and space), rail, automotive, building services, infrastructure, transport, power, mining, environmental/occupational assessment
- improving operational performance and sustainability of FW and RW aircraft, land vehicles, surface fleet and submarine vessels
- product qualification and verification testing, in Vipac's NATA-accredited environmental test laboratories

COMPETITIVE DISCRIMINATORS

- Machine engineering dynamics
- Full MIL-STD 810 / 901 environmental design, analysis, qualification and test
- Sustainment engineering: asset, platform and infrastructure
- Extensive case tools for system design and test applications
- Sensor data acquisition systems
- Internationally recognised experts
- Maintenance engineering: design, analysis and condition monitoring
- Preferred supplier on several Defence and government panels

CERTIFICATIONS/ ACCREDITATIONS

- ISO/IEC 17025 and ISO 9001 quality systems
- AS/NZS 4801 health and safety system
- ISO 14001 environmental system
- DEF(AUST) 5000 / MIL-STD-810 / MIL-STD-901 / DEF-STAN-0035
- Defence Industry Security Program (DISP) member with accredited facilities and security clearances (up to NV1)
- American Bureau of Shipping (ABS) – recognised specialist
- DSS/CASG in 61 disciplines, for engineering, projects and platforms

CAPABILITY

Design, analysis, development and LoT in land, air, space and marine:

- structural integrity – mechanical and structural dynamics, fatigue
- internationally recognised in vibration, pressure and acoustics
- modelling and simulation – functional, fatigue/failure and performance
- analytical solutions: FEA, CFD, AnSys1, LS-Dyna, AutoSEA/VA1
- system design – for safety, survivability and sustainability
- operational test and evaluation: instrumentation, test and analysis
- noise/vibration profiling, thermal/CFD and environmental analysis
- NATA-accredited product/component environmental testing

PARTNERS AND CUSTOMERS

- Naval Group Australia, BAE, Boeing, Airbus, LMAS, Northrop Grumman, Raytheon, Saab, Thales
- JSF system design phase: F35 JSF design, test and structural-fatigue analysis for Lockheed Martin and Northrop Grumman (in the US)
- BAE Systems and marine: engineering support, design and test of mobile satellite comms systems for land and sea vehicles, Blackhawk/Chinook, Hawkei and M113
- Australian aerospace: flight test, instrumentation and analysis of P-3C
- Australian defence, CDG: capability development (RPDE) and DMO/CASG
- ASC, BAE Systems and Thales: hull and engine noise and vibration analyses
- BMT Design & Technology: vibro-acoustics data collection and analysis
- New Zealand Defence Force (NZDF): baseline noise and hearing conservation scoping study

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PREFERRED SUPPLIER / PANELS
FOR AUSTRALIAN DEFENCE / ADF

2021

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info@tqcsi.com

100% AUSTRALIAN OWNED



VETERAN OWNED

TQCSI AUSTRALIA'S DEFENCE CERTIFICATION BODY

CAPABILITIES

TQCSI is the only Certification Body in Australia to offer the highest Quality Standards:

- ✓ AS 9100-series (Quality Management System for Aviation, Space and Defence)

TQCSI is the largest JAS-ANZ Accredited Certification Body in the world, specialising in:

- ✓ ISO 9001 (Quality)
- ✓ ISO 14001 (Environmental)
- ✓ ISO 55001 (Asset Management)
- ✓ ISO 45001 (Safety)
- ✓ ISO 27001 (Information Security)
- ✓ ISO 44001 (Collaborative Work Relationships)

OUR PARTNERS



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christine.macdonald@tqcsi.com
Ph: 0499 898 528

Christine Macdonald
Growth & Marketing Manager



OUR CLIENTS



COMPETITIVE DISCRIMINATORS

- ✓ 100% AUSTRALIAN OWNED – with auditors represented across all states and territories.
- ✓ AS 9100-SERIES – TQCSI is the only Certification Body in Australia to offer the AS 9100-series for Aviation, Space & Defence.
- ✓ UNIQUE – TQCSI is the only Certification Body in Australia to be Supply Nation Certified; offering auditing services via TQCSI-Yaran.
- ✓ GLOBAL – with over 10,000 certifications in 40+ countries.
- ✓ INTEGRATED AUDITS – TQCSI can integrate audits for safety, quality, environmental and other key standards, reducing audit duration and cost.
- ✓ QUALITY – TQCSI has highly trained and experienced auditors with Australian security clearances.

Delivering mission-critical communications you can rely on

Vocus delivers sovereign, secure, reliable high-capacity communication solutions for government and business.



A 20-year track record

We have a long history of providing fibre and network solutions for the Australian Government and defence industry, through our acquisition of Nextgen Networks



Trusted by government and defence

We deliver critical network infrastructure and services to the Commonwealth Government, the Department of Defence, and more than 200 government agencies

Get in touch with our Defence business team today.
Call us on 1800 167 527 or visit vocus.com.au/defence

VOCUS

BUILDING CAPABILITY AND PERFORMANCE

As Adelaide's largest owned and operated accounting and advisory firm, William Buck proudly supports businesses and service providers in the defence sector.

William Buck's scale and expertise can help optimise your business processes and production output, reduce commercial risk, and improve overall financial performance.



GET IN TOUCH

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DISCRIMINATORS

- Bespoke and personalised service model
- Highly qualified and talented team, many with Big 4 experience
- South Australian owned and operated
- Fourth largest accounting firm in Adelaide
- 24 Directors and 190+ staff
- 125 years in business
- Progressive, fast growing advisory practice - 300% growth in past 10 years
- Member of Praxity, the world's sixth largest accounting alliance giving us access to local expert advice to over 100+ countries

KEY CUSTOMERS

- Locally and nationally owned defence industry SME and their suppliers
- Foreign controlled organisations establishing Australian operations

PROFESSIONAL MEMBERSHIPS

- Defence Teaming Centre
- Chartered Accountants Australia & New Zealand
- CPA Australia
- The Tax Institute
- Australian Institute of Company Directors

CAPABILITIES

- Audit & Assurance
- International Tax Advice
- Transfer Pricing Advice
- R & D Tax Incentive
- Virtual CFO Services
- Compliance Obligations
- Financial Analysis and Board Reporting
- Local Branch or Company Establishment
- Budgeting and Forecasting
- Due Diligence Analysis

KEY MARKETS

- Defence
- Technology
- Food & Beverage
- Manufacturing
- Health & Aged Care
- Energy & Resources
- Infrastructure
- Agriculture
- Indigenous Corporations



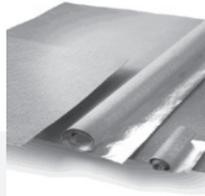
Notes

Zircotec Australia

www.zircotec.com



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Director
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Zircotec Australia has been importing products from Zircotec Plc in the UK since 2010. These include:

- Zircoflex, a flexible plasma arc sprayed ceramic heat shield material applied to a thin layer of aluminium foil. 1,2 & 3 layer versions with or without adhesive backing.
- FORM, a thin sheet of stainless steel with plasma arc sprayed ceramic insulation material applied to both sides.



▶ CAPABILITIES

- Heat management.
- RF shielding.
- Composite materials protection for heat & wear i.e. Ceramic & /or metal surface coatings
- Enables 3D printed prototype parts to be tested in hostile environments prior to commitment to expensive tooling.

▶ KEY CUSTOMERS

- Approximately half the Supercars grid uses Zircoflex to assist with cabin heat management.
- Defence contractors.
- Various other motorsport teams.
- Modified vehicle work shops.
- Defence Science Technology Group.



▶ KEY MARKETS (Local / International & Potential)

- Defence construction across all three disciplines where ever heat management is an issue.
- Mining industry for exhaust surface insulation to reduce surface temperatures below c200C.
- Modified vehicle market & all levels of motorsport.
- Long haul transport viz demonstrable fuel savings.
- Both New Zealand & SE Asian markets.

▶ QUALITY APPROVALS & AWARDS

Zircotec Plc in the UK operates an ISO 9001:2008 QS audited by Lloyds Register in the UK. Zircotec Australia will have full access to the UK operating standards & procedures when a local coating facility is established facilitating rapid QS accreditation.





Defence Teaming Centre

Connecting • Developing • Advocating

dtc.org.au



Government of
South Australia

DEFENCE SA

defencesa.com