



De LUCA
CORPORATION

COMPANY PROFILE

*“PERSONAL SERVICE OF THE
HIGHEST QUALITY”*

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INTRODUCTION

De Luca Corporation is a privately owned company based in Brisbane which was established in 1994, and since then De Luca Corporation has built a solid reputation as a builder, developer and owner of high quality industrial, commercial and residential projects.

Nic De Luca, the company's Managing Director, is the sole Director of the business and continues his active role in the day to day running of the company. Nic has overseen the growth of De Luca Corporation into one of the State's most successful development and construction Companies.

De Luca is a business that prides itself on honesty, loyalty and integrity.

Specialising in the development and construction of high quality industrial, retail, commercial and residential projects, we have completed numerous projects throughout the South East Queensland region and have also completed regional works as far north as Mackay.

The following profile provides an insight into De Luca Corporation, its philosophies, expertise, size, history and structure.

Also attached is a list of significant projects, which are either currently under construction or have been completed by De Luca.



VALUES AND CULTURE

De Luca Corporation is a company created on the basis of loyalty, honesty and integrity. These core cultural values have allowed us to maintain a team of highly committed and loyal staff, which continues to grow with the company's requirements whilst maintaining the focus on the personal approach, with senior management taking hands on roles within projects. Our dynamic team approaches each project with a passion for creative solutions, putting the Client's interests first with thorough accountability.

The De Luca philosophy is to provide ***'personal service of the highest quality'*** to allow the fostering of business relationships. De Luca are committed to providing first-class personal service to all our Clients. Our philosophy is centred on Client service and the principles of partnering and best practice. As such, the frequency of repeat work performed for our Client base is a testament to the success of this approach.

Our ultimate aim is to work with like-minded Clients whose values and cultures are aligned to ours, so that mutual benefit is derived from our long standing partnership and our teams migrate from one project to the next within a Client's overall portfolio.

COMPANY STRUCTURE

We pride ourselves on our personal approach to business and the ability for Clients to discuss issues that arise with senior management, from the Managing Director to the General Manager of Construction. At De Luca this is what we see as a major benefit to our Clients.

Being a privately owned company, we are able to maintain this open style of management and this, combined with a company structure of minimal hierarchy, allows that freedom and interaction with all the formal reporting requirements that any business must maintain.

Our managers have expertise in all aspects of construction, development and property management while an experienced support team ensures our efficient and effective performance.

OUR EXPERIENCE

De Luca has had extensive experience in the construction of a variety of buildings, ranging from contracts valued at less than \$100,000 to those valued greater than \$30 million. These projects have spread over a wide variety of industry sector also, including Commercial, Industrial, Infrastructure, Retail, Institutional and Government Housing.

The methods of procurement have been diverse and all of these methods have been tailored to suit the individual needs of the Client circumstances.

Teams are staffed with people who have had experience in both facets and this allows us to support the design process ensuring success for the outcome of the project in meeting the expectations of the Clients.

We are active members within the Property Council of Australia (PCA), Queensland Master Builders Association (QMBA), Australian Institute of Management (AIM), Australian Institute of Company Directors (AICM) which enables De Luca to seek market opportunities in development and construction sectors.

Please refer to Appendix A for a list of selected current and completed projects.



De LUCA
CORPORATION

QUALITY ASSURANCE

De Luca Corporation is a quality endorsed company with an established quality assurance system accredited with ISO:9001:2008 and AS4801 Health and Safety Management Standard.

We believe the processes which have been formalised by the Quality Management systems, deliver projects more reliably and reduce risks to the company and our Clients. All projects without exception are completed under the Quality Management Systems as accredited.

OUR SERVICES

As a company we are able to provide both construction and development expertise. This ability to investigate opportunities in both the property and construction sectors has enabled the company to increase its growth substantially and sustainably, and is a key point of differentiation for us. It allows us to provide solutions which encapsulate the outcomes for all parties within the project.

De Luca Corporation is committed to sustainable development and best practice environmental management in all its building activities within a safety regime of zero tolerance to harm. This commitment has proven invaluable in that De Luca's investment in providing environmentally sustainable development is seen by potential investors and purchasers as socially responsible behavior.

The services provided by De Luca range from traditional construction contracting, turnkey design and construction, and also developing property. We have delivered buildings by the following methods:

- Lump Sum
- Design and Construct
- Construction Management
- Open Book Contracting
- Novated Contracts

As a company we can provide a one stop professional service to our Clients and Associates, this continues to provide a high level of flexibility for our Clients and ensures that we continue our history of repeat work.

DESIGN AND DEVELOPMENT

With design, construction and project management services in house, we can carefully and effectively control and coordinate all design and development Consultants, from initial concept through to the final design and construction. This control and coordination ensures that the designed buildings meet the initial Client brief with regards to architecture, building efficiency and importantly, cost.

De Luca maintains a committed and varied group of design Consultants and construction Subcontractors who are carefully selected to suit specific projects. The company clearly understands that different Consultants and Subcontractors are suited to certain projects and carefully matches these so the projects are designed and constructed efficiently and effectively.

De Luca can also provide a full internal fit out service to its Client's projects. We work with the Client and their tenants from the initial stages of the project to ensure that their fit out works are coordinated and integrated with the building design, ensuring the Client can concentrate on running their business.

The benefits in this methodology are that it can ensure that the base building is amended to suit the fit out and ensures minimal impact on time and costs. De Luca has experience in delivering many landmark developments using design and construct methodology, either tendered or negotiated, and this has reinforced the success of both the company and the process during these projects.

Projects delivered using this methodology include:

- Facilities for the Brisbane Airport Corporation
- Facilities for Stockland
- Facilities for the Da Vinci Precinct

CONSTRUCTION

The development of high performing teams is paramount in the effective delivery of projects. The team leaders within De Luca are our Project Managers, who report to our Construction Manager, yet are invested with substantial autonomy in the delivery of projects. It is expected that they form, maintain and nurture the team that supports them on the projects. This is their first priority.

The Construction Manager role is predominantly focused on the front end of the project, and will be micro managing the design and initial brief documents. We see the benefit in the investment of time in this phase of the project cycle as paramount.

The ongoing management of the construction is then managed by the Project Manager, and their team may consist of Contract Administrators, Cost Planners, Site Managers, General Foreman, Leading Hands, etc. We provide staff as required by the assessment of the project carried out by Senior Management.

Our project teams are heavily focused on the Client and this includes reporting information to and from the project, advising Stakeholders as required with information. We have procedures and policies in place to ensure effective communication occurs. The Project Manager will provide minutes of project control group meetings, and monthly reports to the client.

We pride ourselves on timely information to the Client.

De Luca has in place a safety policy and manual that is maintained in accordance with the Workplace Health & Safety Act. Our commitment to safety is furthered by our independent external consultant company that currently audits all sites every six weeks of the project duration and all site staff has undertaken training in First Aid and are ticketed Safety Supervisors. The regulations in association with the Act are adhered to rigorously. Workers are inducted into the safety policies of the company, and the project team work arduously in identifying the project specific problems of the site.



SUSTAINABILITY

We are committed to sustainable development and best practice environmental management in all our building activities.

Management plans are created for all De Luca sites with both environmental and sustainability features of the property included within reports at the development stage and expectation of any Green Star initiatives for all new buildings.

De Luca considers its commitment to environmentally sustainable development as a key hallmark of the Company's success as well as a vital investment in the future.

We have a Company objective to develop sustainable properties and adopt green building practices through market-based solutions. We have educated ourselves and provided staff with training to ensure we are developing and constructing projects that include the integration of green building initiatives into mainstream design, construction and operation of buildings.

Financial sustainability has also been a fundamental factor in De Luca's success. Since its inception, the company has maintained an enviable relationship with our financial institutions based on the excellent financial management of all of our design and constructs projects.