

## Welcome to Questas Group

Welcome to Questas Group Welcome to Questas Group, we are excited to have you on-board as a member of the Questas team. At Questas, our team is dedicated to providing a range of professional services to the 19 companies that make up Questas Group. Questas Group is an Australian-owned group of companies with extensive national operations across a diverse range of industrial, mining, agricultural and engine sectors. The team at Questas Corporate are responsible for supplying professional services such as ICT, logistics, marketing, finance, WH&S, legal, HR and administration services to the member companies of Questas Group. Please find the attached further information about Questas.

At Questas Group we are committed to achieving our safety vision of our workers returning Home Safely Every Day through the provision and maintenance of a safe and healthy workplace for all workers. Please find the attached full copy of our Workplace Health and Safety Policy Statement.

If you have any questions please do not hesitate to contact your Manager directly.

We look forward to seeing you soon!

### Message from our Group CEO

It's my pleasure to welcome you into the Questas Group.

We trust you will find working with us satisfying and rewarding. We recognise and appreciate the contribution each and every role makes to our business and we look forward to you becoming a valued member of the team.

We are committed to ensuring that everyone can thrive in a work environment where they are treated fairly and with dignity and respect, and encourage behaviours that promote safe, diverse, inclusive, and respectful workplaces.

#### **JAMES LEACH**

Group Chief Executive Officer (Acting)





## About Us

We are an Australian owned group of companies involved in the sales, repair, manufacturing, design and installation of hydraulic, pump, engine and irrigation products. Each of our companies operate through a branch network and provide solutions to mining, manufacturing, agricultural, commercial and general industrial customers.

## Our Leadership Team



**JAMES LEACH**

Group Chief Executive Officer (Acting)



**JOEL WOOLERSON**

Executive GM,  
Custom Engineered Solutions



**BEN FARR**

Executive GM,  
Custom Engineered Components



**ROD ELVIN**

Executive GM,  
Strategic Distribution



**BRAD EVANS**

Executive GM  
General Hydraulics



**KALA SONNI**

General Counsel



**IAN READ**

Head of Acquisitions



**BRIONY MASON**

GM Transformation



**VIDIA HENSHAW**

EGM People and Culture



**WAYNE MCMAHON**

Chief Technology Officer



**RINA SILIS**

EGM Transformation and  
Growth Enablement



**HEATH RADEL**

GM Integrations

## Our Companies



17+ Brands | 1000+ Employees | 35+ Locations



## About Questas Corporate

### Our Corporate Services Business

Questas Corporate provides the financial, IT, marketing, WHS, logistics, legal, HR and administrative professional services for all 19 group companies. Questas Corporate employ over 60 people, and have offices in Sydney.

#### FINANCE

- Accounts payable
- Accounts receivable
- Payroll
- Financial reporting
- Asset management

#### IT

- Hardware (computers, printers, phones etc)
- Software (ERPLN, Outlook, Microsoft suite etc)
- Network management
- Helpdesk services

#### SAFETY

- Safety advice
- Policies and procedures
- Injury management

#### PEOPLE & CULTURE

- Talent acquisition
- Onboarding
- Corporate culture
- Employee engagement

#### ADMINISTRATION

- Travel and accommodation
- Executive support
- Expense management
- Corporate clothing and PPE

#### LOGISTICS

- Overseas purchasing
- Inventory and data management
- Reporting
- Warehousing and distribution services

#### LEGAL

- Commercial negotiations
- Contracts and tenders
- Property and leases
- Industrial relations

#### MARKETING

- Brand strategy
- Marketing communications
- Digital programs
- Trade shows and events





# Workplace Health and Safety Policy Statement

## Questas Group's Health and Safety Vision

Questas Group's Health and Safety vision is that our workers, including employees and contractors, return Home Safely Every Day. Every person who comes to work regardless of their occupation, should return home to their friends and family safely at the end of every day. Before performing all jobs, we want our workers to think about who they are returning home to - we owe it to these people to ensure that we all return Home Safely Every Day



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I am committed to achieving our vision of our workers returning Home Safely Every Day, through the provision and maintenance of a safe and healthy workplace for all workers.



**James Leach**  
Group Chief Executive Officer (Acting)

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Questas Group utilises lead and lag safety indicators to measure safety performance and improvement with the aim of eliminating workplace injuries.



### Our Commitment

Ensuring the business complies with all applicable health and safety legislation including Work (Occupational) Health and Safety Acts, Work (Occupational) Health and Safety Regulations and relevant Codes of Practice

Identifying and eliminating risks and hazards in the workplace using the hierarchy of controls

Ensuring our workers feel empowered to speak up about unsafe work practices

Ensuring consultation occurs between management and workers in controlling workplace hazards

Providing information, instruction and training to ensure workers can perform their jobs safely

Providing appropriate safety equipment and personal protective equipment

Ensuring that where an employee is adversely impacted by work they are supported in their injury management and return to work



### Our Commitment

Taking reasonable care for your safety and others who may be affected by their acts and omissions

Identifying and reporting health and safety risks and hazards

Speaking up when seeing unsafe work practices and unhealthy situations

Participating in safety discussions, for example via Toolbox Talks and Safety Meetings

Participating in safety training and speaking up when unsure how to safely perform a task

Using safety equipment and personal protective equipment as instructed

Reporting injuries and actively participating in return to work programs if adversely impacted by work

Following reasonable health and safety instructions and complying with company policies and procedures

**We are all responsible for ensuring we all return Home Safely Every Day**