



HSEQ Solutions

Capability Statement



We
are **Engineering
Amplified**

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The **First Choice**
in **Engineering**

About Agilitus

Since 2017, we have expanded Australia-wide, delivering quality and reliable services in engineering, design, and project management across all disciplines and sectors.

Founded by colleagues Craig Bloxham (Managing Director) and Tony Comerford (Technical Director) after decades in the sector, their ethos of creating a business removed of staid bureaucratic processes still holds true today. It's this uncompromising philosophy that remains the hallmark of the business' true success.

"When you're one of thousands in a public listed company, it gets complicated, and Tony and I wanted to keep things simple. Complexity should not be in the management of the business, just the technical aspects of engineering. We wanted to focus on quality services and building a strong reputation of doing good work; the rest is history," said Craig.

With a vision to be the most sought-after global multidiscipline engineering business, attracting and employing the best people with like-minded values continues to be an important function of the business.

"To make it all work, you've got to have the right culture. If your team enjoy the work and the people they work with, this enthusiasm is hard to resist.

It's our distinction that no one can copy. Our clients value this in the way we work alongside them," said Tony.

“

We're known for our expertise and integrating solutions across all disciplines to deliver a quality product. It's about being consistently predictable, reliable and value for money.

”

Craig Bloxham - Managing Director

Agilitus at a glance



480+
Workforce
With high performance culture and low turnover



6 Offices
Across Australia, Perth HQ



250+
Years
Cumulative experience of the Management Team



180+
Clients in the Resources, Energy & Infrastructure Sectors



20+ MSA
Agreements across blue-chip customers



ZERO
Lost time to injury in the last 5 years

Multidiscipline services

Agilitus is a multidiscipline engineering, EPCM and ESG consultancy with a skilled, collaborative team delivering innovative solutions to the Resources, Energy & Industrial sectors.

Agilitus offers a range of services to meet any project's most stringent requirements across the entire lifecycle.

The team is focused on providing customised project design, engineering, EPCM, ESG advisory and rehabilitation capabilities with experience in mine site infrastructure and process plants, rail systems, bridges, haul roads, ports and marine, NPI facilities, energy, as well as power supply and distribution.

Agilitus has an in-depth understanding of the project lifecycle. This includes supporting clients through all stages of the project's delivery, from exploration to conceptual design and feasibility studies to detailed design, approvals, construction support and operations, rehabilitation and closure.

- Asset management
- Civil
- Coastal
- Critical and precious minerals
- Decarbonisation
- Desalination
- Design and technology
- Digital consulting
- Electrical
- Energy
- Gold
- Ground engineering
- Infrastructure
- Heavy haul rail
- HSEQ solutions
- Hydraulic mining
- Hydrology and water
- Mechanical
- Ports and marine
- Process
- Project delivery services (EPCM)
- Pumping and piping
- Stakeholder engagement
- Structural
- Tailings management, mine closures and rehabilitation



Craig Bloxham
Managing Director and Co-founder
30+ years' experience

We develop engineering solutions suitable for our client's purposes, rather than an engineering solution suitable for your business perspective in terms of managing that risk.



Gavin Wearne
Director – Ports and Marine
23+ years' experience

Success is being a trusted advisor for our clients, delivering successful projects, and being a great place to work. We have this here.



Jason Fong
Director – Geotechnical
30+ years' experience

Agilitus has been built on finding innovative solutions, best fit solutions for problems that often a lot of our competitors haven't been able to solve.



Tony Comerford
Technical Director and Co-founder
35+ years' experience

We're in the business of solving engineering challenges but it's more than that; it's the difference we can make for clients, our people and community. It's about delivering on our promises and always exploring better ways of finding solutions.



Jamie Little
Director – Commercial and Project Delivery
23+ years' experience

We do more than just value adding; we're actually strategically looking at the whole scenario, the big picture to deliver what clients need, not necessarily just what they asked for.



Nicolle Jenkins
Director – Marketing and Business Development
30+ years' experience

Returning clients is the true indicator of our success. This represents a true commitment to solving complex problems and optimising solutions. It's who we are.



Tony Daniel
Chief Operations Officer
21+ years' experience

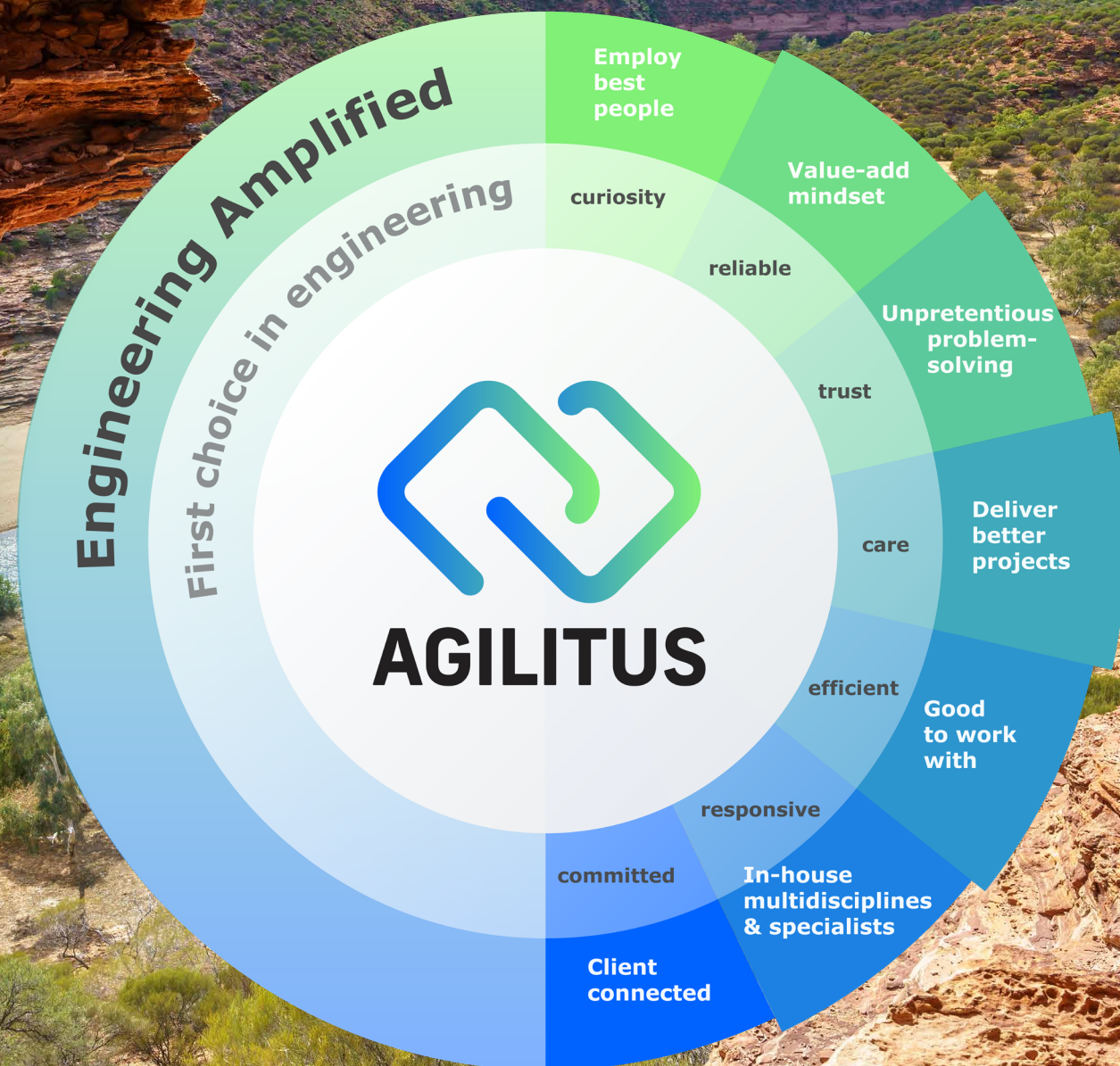
We combine exceptional technical expertise with practical, value-driven solutions for clients. This builds mutual respect and confidence in our solutions, knowing that we explore all avenues for the best fit solution for the project.



Matt Moreland
Director – Engineering
15+ years' experience

We don't do things just because that's the way they have always been done. We're not wedded to that thought process. We're always asking, what are you trying to achieve and what solution do you need.

Our difference



People & culture

We create an environment where people thrive and are empowered, safe, and supported to innovate. **Our team genuinely enjoys the work and the people they work with, and that enthusiasm becomes a powerful force.** Clients feel it. It builds trust, momentum, and confidence.

100% employee owned

When our clients succeed, we succeed. **Being 100% employee-owned means, we're personally invested in delivering outstanding outcomes.** This ownership mindset shows up in the energy we bring, the pride we take, and the results we deliver.

Brownfields experts

We're a leading brownfields specialist, with most of our work delivered in live, operating environments. Our multidisciplinary in-house team, including highly valued specialist services, provides clients with a true end-to-end capability under one roof.

We don't just work in brownfields; we excel in it.

Best-fit solutions

We design best-fit solutions which integrate seamlessly into existing operations, reduce disruption, and mitigate risk. **Our proven methodologies allow us to move with precision and pace,** applying decades of practical experience to unlock smarter, safer, more cost-efficient outcomes.



Our HSEQ team



Morgan Davis
HSEQ Manager
15+ years' experience

Experienced in leading and delivering superior safety performance within mega/major projects and operations throughout the world. Morgan's areas of specialty include but are not limited to injury reduction programs, crisis and recovery strategies, safety innovation, risk management, and audit, inspection and compliance advisory.



Matt Moreland
Director Engineering
12+ years' experience

Experienced working as a degree qualified Mechanical Engineer, predominately within the mining, industrial and energy. Extensive experience in mechanical design, operations, maintenance, repair and upgrade of complex utility and processing equipment.



Sixian Yip
Document Control Lead
10+ years' experience

Sixian has over 10 years of experience in ensuring consistent document control processes, maintaining standards for quality assurance purposes and reporting. She has experience managing a team of document controllers and is a point person for client liaison on a daily basis building relationships with internal and external stakeholders.



Janine Hadfield
Senior Document Controller
15+ years' experience

Janine has a proven track record of managing and organising documents and records throughout the project lifecycle. She also has extensive experience in maintaining document control systems and processes in compliance with industry regulations. Janine has over 15 years of experience as an Architectural Drafter in the commercial construction industry including construction documentation and design documentation.



Trinh Melier
Senior Document Controller
8+ years' experience

Trinh has 8 years of experience maintaining document control systems and processes in compliance with industry regulations for the resources industry. She has a proven track record of prioritising deliverables by maintaining awareness of project progress and adhering to client guidelines, policies and standards. She has excellent communication skills and client engagement and has outstanding ability to multitask while always ensuring attention to detail.



Brian Keegan
Quality/QA/QC Lead
19+ years' experience

Brian has 19 years of experience in estimating and has managed various SMP and E&I projects for the resources industry in WA. He is responsible for the safe and profitable maintenance operations, implementation of quality management systems and overseeing project cost monitoring and control.

Health, safety, environment and quality (HSEQ)

Agilitus' proven approach to deliver schedule and cost benefits through clever engineering and true collaboration is what sets us apart.

At Agilitus, our health, safety, environment, and quality (HSEQ) service delivery team help clients work safer, smarter, and with confidence. We partner across the entire asset lifecycle from concept and planning through delivery and close-out, identifying risks, ensuring compliance, and embedding quality at every step.

Our goal is simple: eliminate harm, reduce loss, and deliver results that protect people, assets, and reputation. Backed by ISO 45001 (Safety), ISO 9001 (Quality), and ISO 14001 (Environment) certifications, we provide proven, structured solutions that drive continual improvement. Whether it's risk assessments, QA/QC oversight, compliance audits, or incident investigations, we deliver fit-for-purpose outcomes that keep projects on track and organisations ahead of their obligations.

With expertise in all HSEQ aspects from document/information and emergency management to equipment compliance and operational procedures, Agilitus acts as an extension of our clients' teams, aligning systems, solving problems, and driving a culture of safety and excellence.



HSEQ solutions

Delivering solutions that optimise asset performance, mitigate risk and achieve quality outcomes.

Leveraging years of delivering complex projects for our clients in the Resources, Energy and Industrial sectors, Agilitus provides comprehensive HSEQ capabilities across the entire asset life cycle.

From concept and scope definition, to establishing a detailed understanding of client requirements and mobilising technical resources, through to the on-time delivery of HSEQ capabilities, Agilitus provides fit for purpose solutions that meet our clients' risks and compliance requirements.

Our team brings its expertise in risk management, quality frameworks, compliance process, and investigative techniques to enable our clients to eliminate harm, reduce loss and achieve organisational quality outcomes.

Capabilities

- HSEQ Management Systems
- Document Control/Information Management
- Risk Management
- Construction QA/QC
- HSEQ Compliance
- Emergency Management
- Incident Investigations
- Equipment Compliance



Document control and information management

Core to our business is the superior management of engineering, construction and operational documentation.

Our Document Control team provides a wide range of internal and external information management services across numerous platforms including Aconex, Team Binder and QDMS.

Capabilities

- Development of Document Control Procedures/Process
- Review and Improvement Assessment of Document Control Processes
- Management of Client/Customer Document Control Processes
- Document Control Project Kick-Off and Stakeholder Alignment
- Provision of Document Control Personnel and Support



HSEQ management systems

We tailor HSEQ Management Systems to client needs, project requirements and legislative obligations.

We help guide and develop the appropriate tools and processes to ensure a method of continual and pro-active improvement.

Capabilities

- Management System Strategy and Planning
- Leadership – Visibility, Performance
- Policy and Management System Development
- Operational Procedure Development
- Management Gap Analysis against ISO Standards – ISO45001, ISO9001, ISO14001



Risk management

Risk management is the foundation of successful engineering, construction, completions, commissioning, operation and closure.

From the initial identification of risk, analysis and evaluation, through to mitigation, control, and risk monitoring, Agilitus develops superior risk management practices to help our clients reduce the potential for injury, loss and business impact. Our capabilities drive technical efficiencies through the asset life cycle, identifying opportunities and mitigating risks.

Capabilities

- Construction Risk Assessment Workshops (CRAW)
- Hazard Identification Assessment (HAZID)
- Hazard and Operability Study (HAZOP)
- Safety in Design (SID)
- Layer of Protection Analysis (LOPA)
- Risk Control Implementation and Verification Assessments



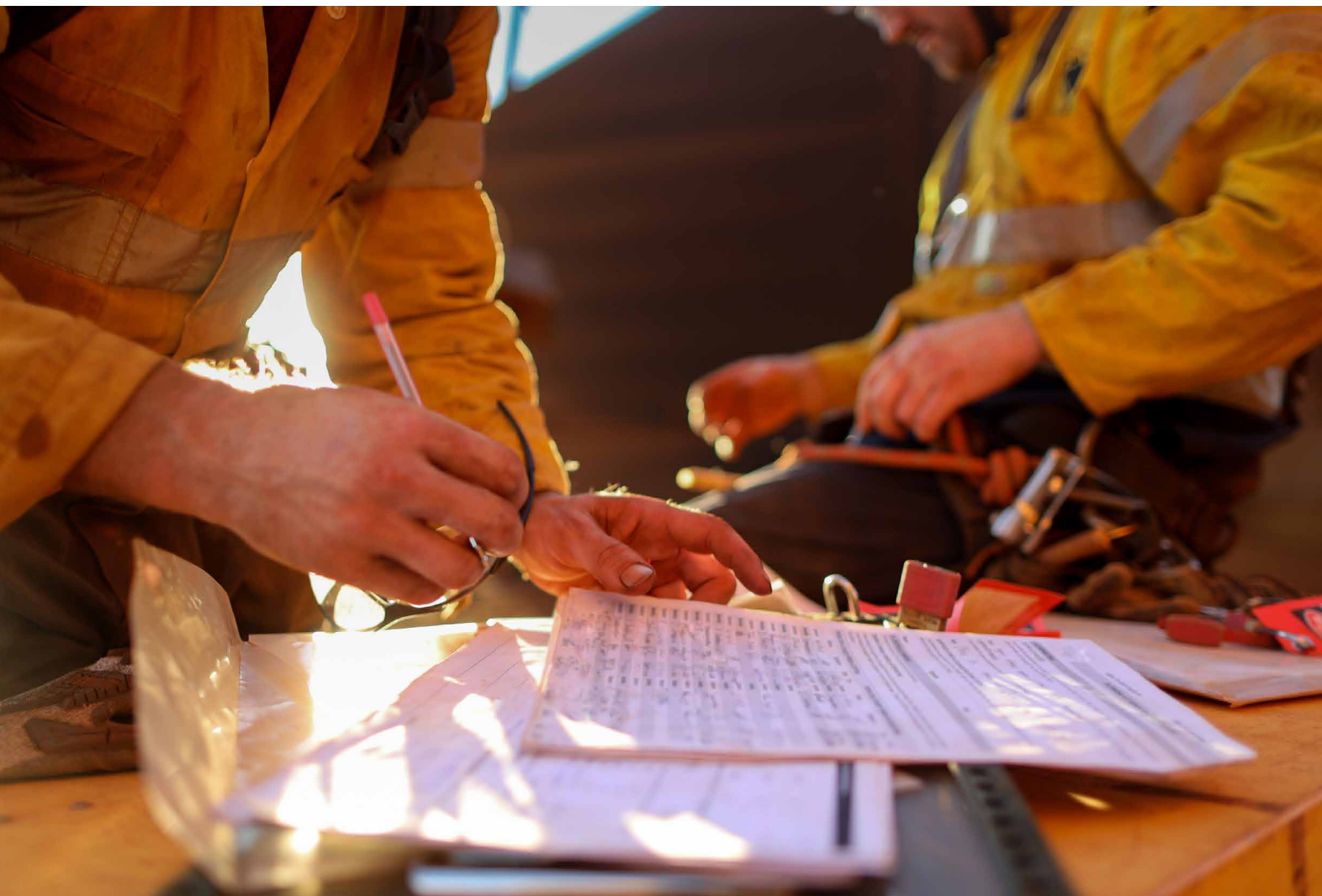
HSEQ compliance

Ensuring that our clients are compliant across organisational standards and legislative requirements.

Agilitus has considerable expertise across all industry sectors to enable the identification, verification and monitoring of our clients' HSEQ Management Systems to ensure compliance to organisational standards and legislative requirements.

Capabilities

- Management Systems Compliance Audits
- Compliance Assessment Against Client Standards/ Operating Processes
- Compliance Assessment against ISO Standards (ISO45001, ISO9001, ISO14001)
- Workplace Inspection
- Project/Construction HSEQ Compliance Assessment
- Project/Construction HSEQ Improvement Assessment
- Contractor HSEQ Compliance Assessment – Agreed Plan, Client Standards, or ISO Standards
- Corrective Action, Implementation, Verification and Effectiveness Assessment



Equipment compliance

Equipment operability and safety is essential for regulatory compliance, and to ensure operator safety.

From equipment identification to safe operability, maintenance, and decommissioning, Agilitus has the experience to support your requirements.

Capabilities

- Operability Assessment of Plant/Equipment
- Machine Guarding Engineering Analysis

Incident investigations

Ensuring the right expertise is utilised during investigations ensures the root cause is properly identified and mitigated.

Ensuring the right expertise is utilised during investigations ensures the root cause is properly identified and effective mitigation strategies are established.

When an organisation has sustained an injury, physical loss, or unplanned business impact, Agilitus can assist with incident investigation support.

Capabilities

- Facilitation of Incident Investigations
- Technical Contribution to Incident Investigations
- Peer Review and Technical Assessment of Investigations
- Assessment of Corrective Action Effectiveness



Risk Management Technical Support



Client


Value
Undisclosed

Location
Gladstone, Queensland

Duration
2022 – 2023

We provided Fortescue with risk management support for the application of a grant for the Gladstone Electrolyser Manufacturing Facility.

Agilitus' HSEQ team provided technical support with risk requirements for the application of a Grant through the Modern Manufacturing Initiative (MMI), offered through the Department of Industry, Science, and Resources.

This included a detailed risk management plan, describing the process for monitoring, managing, and reporting identified risks that may arise through the execution of the Gladstone Electrolyser project.

The risk review process considered the project's risk management plan against the requirements of ISO 31000 (Risk Management - Guidelines), and the requirements of Modern Manufacturing Initiative - Resources Technology and Critical Minerals Processing Grant Opportunity Guidelines.

Cosmos Nickel Project



Client


Value
Undisclosed

Location
Undisclosed

Duration
2023

We are providing quality services, civil engineering, and site-based construction support for the Odysseus Underground Mine.

Currently being developed by IGO Limited, the mine is located at the Cosmos Nickel Project, 30 km from Leinster in Western Australia.

Once it is in production, the mine will deliver high-quality nickel concentrates to the global market. It is also among the few nickel sulphide projects that will enter production to meet the rising demand for nickel used in Electric Vehicle (EV) batteries.

We leveraged our expertise in risk management, quality frameworks, compliance processes, and investigative techniques to enable IGO Limited to eliminate harm, reduce risk and achieve organisational quality outcomes.

Our teams undertook an extensive Quality Assurance and Quality Control (QA / QC) review and provided a framework to IGO for implementation.

On the ground, our civil engineering professionals were involved in developing the LV and HV access road design for the NPI area. We also supplied secondment personnel to fulfil superintendent, project engineering and quality management roles.

Risk Management Workshops



Client
RioTinto

Value
Undisclosed

Location
Undisclosed

Duration
Undisclosed

Creating effective risk management strategies to inform preparations for future studies at the Gove.

Agilitus provided comprehensive risk management facilitation, scribing and technical participation in multiple Root Cause Analysis (RCA) workshops identifying contributory and root cause events related to selected Rio Tinto Gove structures.

Findings of the Root Cause Analysis workshops were used to inform the preparation of further Pre-Feasibility Studies and Feasibility Study Plans.

The Rio Tinto Gove site located in the Northern Territory has been supplying the global aluminium industry with world class bauxite for more than 40 years.

Document Control Services



Client
HILTCRC

Value
Undisclosed

Location
Undisclosed

Duration
Undisclosed

Increasing document control efficiency to reduce risk and help projects have a higher likelihood of consistency.

Leichhardt spearheads the Eramurra Solar Salt Project which is located 55 km southwest of Karratha. The new salt project will help combat the predicted 20 Mt shortfall of salt supply which is predicted for 2027.

Agilitus' HSEQ team provided dedicated Document Control Management Support covering both corporate and project information management through various opportunities being explored by the organisation.

Management System Development



Client
Ailitus Resources QLD (Previously Vesuvian)
Value
Undisclosed
Location
Undisclosed
Duration
Undisclosed

Providing development support to achieve a scalable management system to ensure compliance.

Agilitus' HSEQ team have been providing Agilitus Queensland (Previously Vesuvian) with system development support in the development of a fit for purpose and scalable management system to be implemented through the business, that meets the requirements of:

- ISO9001 (Quality)
- ISO14001 (Environment)
- ISO45001 (Health and Safety)

Document Control Services



Client

Value
Undisclosed
Location
Undisclosed
Duration
Undisclosed

Streamlining document control services to ensure consistency across business operations.

Regis Resources is one of Australia's leading mid-tier gold companies with two distinct projects across the Goldfields region in WA and the Central Western region of NSW.

Agilitus' HSEQ team have been providing superior Document Control Management solutions to Regis Resources, supporting the business in redefining, and streamlining the function of Document Control within the organisation.

You're in good company

We work alongside many notable companies across Australia.



Technical excellence

We are passionate about leveraging our technical ingenuity to solve complex problems.

Technical excellence is the bedrock of our business. It drives our people and propels the outcomes we provide for clients, communities, asset owners and operators, and financiers.

Our dedicated professionals and subject matter experts focus on understanding our clients' business objectives, their desired project outcomes, as well as the latest industry research for the sectors in which we operate.

A premium client experience

The success of our project work depends on leveraging the best expertise of our people. That's why we allocate the most qualified professionals to help realise our clients' development vision and bring their projects to life.

Our work is underpinned by strong engineering design principles, industry-leading technology and pragmatic advice to deliver exceptional outcomes, every time.

This approach provides the following benefits:

- Ease of understanding of regulatory frameworks
- Efficient navigation through the development approvals process
- Protection and preservation of our cultural heritage, the environment and waterways
- Healthy, transparent and trusted relationships are established with stakeholder groups
- Respectful liaison with Traditional Owners is undertaken
- Fair and equitable outcomes are achieved for First Nations' communities
- Project knowledge is retained, including lessons learned
- Innovation is embraced and deployed.

The quality and excellence of our work and ability to deliver the best technical and cost-effective solutions for our clients is guided by our Technical Leadership Team.

Technical Leadership Team

Led by the most senior members of our business, this team facilitates learning and knowledge transfer, professional collaboration and mentorship to drive continuous excellence in our technical capabilities. It also encourages our people to perform to high technical standards and rewards staff for incorporating innovation into projects.

Our dedicated professionals and subject matter experts focus on understanding our clients' business objectives, their desired project outcomes, as well as the latest industry research for the sectors in which we operate.



Safety is at the heart of our business

Our diverse and culturally aware teams embrace safe work practices that are environmentally sound.

Safety is integral to everything we do at Agilitus. We care about our people, clients, and the communities in which we operate, and strive for zero harm in everything we do.

Health, safety and quality are embedded in our work practices, while heritage and sustainability are considered throughout the entire project life cycle.

We recognise the importance of continuously reviewing safety in design issues at all stages of a project, from investigation, design, construction, operation (including maintenance), closure and rehabilitation.

Exceeding regulatory obligations, we leverage a formalised Health, Safety, Environment and Quality Management framework that allows us to analyse and implement practical measures to mitigate risks.



Our vision is to be the most sought-after global multidiscipline engineering business; attracting and employing the best people with like-minded values while working on projects that make a difference to our communities.

We are **Engineering Amplified**

Let’s talk about your project

Head office Perth

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Leadership

- Understanding of client needs
- Technical Leadership Team governance
- Strong chartered presence
- Adherence to technical standards & regulatory instruments
- Committed to technical excellence
- Striving for low-carbon impacts



Systems

- ISO Accredited Quality Management System (QMS)
- Design assurance
- Engineering verification procedures
- Safety in Design
- Net Zero in Design
- Risk mitigation & management
- Project governance (action tracking, monitoring, performance and auditing)
- Continuous improvement (lessons learnt)



Characteristics

- Client centric
- Risk adverse
- Reliable
- Accountable
- Innovative
- Simplification
- Community and culture



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