

# CAPABILITY STATEMENT

*RESPECTING COUNTRY.  
BUILDING FUTURES.*

We respect and honour Aboriginal  
and Torres Strait Islander Elders past,  
present and future.

We acknowledge the stories, traditions  
and living cultures of Aboriginal and  
Torres Strait Islander peoples on this  
land and commit to building a brighter  
future together.

Nginggada Dindi dhawura  
Ngunnawalbun yindjumaralidjinyin  
– we always pay respect to Elders,  
female and male, and  
Ngunnawal Country.



# Contents

Introduction	3
Mission Statement	4
Who we are	4
What we offer	6
Skilled services	7
How we contribute	8
Our expertise	9
Namarag	10
East Gungahlin High School	12
National Portrait Gallery Stage 2	14
John Gorton Building Car Park	16
Jacka 2 Stage 1B	18
Sydney and Melbourne Building Laneway Upgrades	20
Woolley Street Dickson Precinct Upgrades	22
Get to know us	24
Our leaders	25
Our certifications	27



## » Introduction

At YARA, we strive for equality, we empower Indigenous communities, and we lead with respect and courage for generations to come.

An innovative leader with vast experience and a dependable reputation, YARA represents authentic diversity in the national construction and civil sector.

Our high-quality projects across the built environment are founded in respect for community, culture and Country.

We are committed to contributing to a sustainable Indigenous workforce through mentoring and partnerships. We look forward to working with other like-minded Supply Nation companies to make a meaningful difference.



## » Mission Statement

YARA delivers high-quality construction projects while building long-term skills and career opportunities for First Nations Australians.

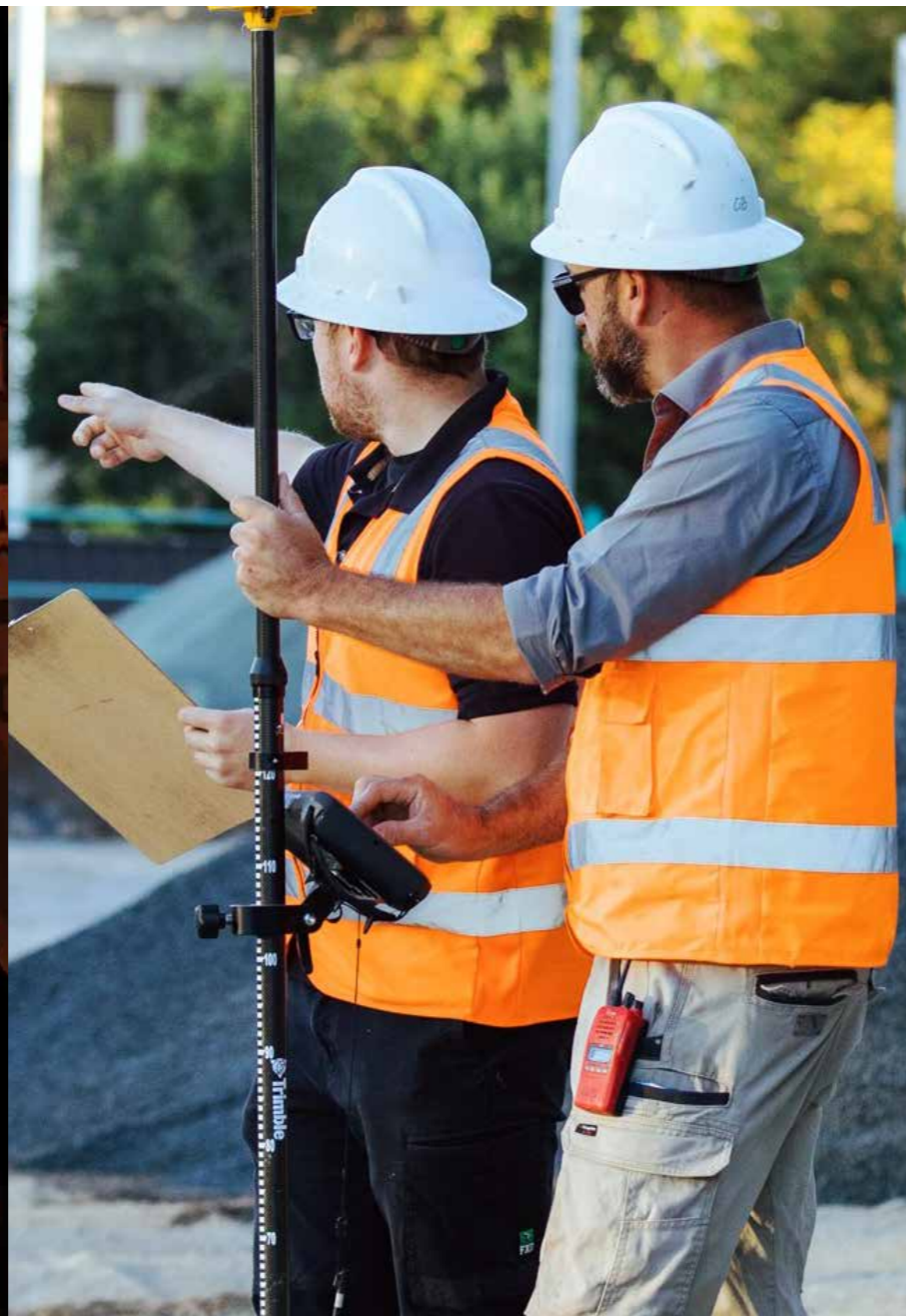
YARA is proudly Indigenous-owned and operated. We are a values-led construction business that can deliver at scale as a Principal Contractor. We are proving it is possible to do great business whilst also doing social good.

YARA is building a national footprint through projects with Government, Defence, and Tier 1 partners across Australia. Our team and impact continue to grow as we deliver critical infrastructure projects and invest in community and training programs for Indigenous talent.

YARA shows what's possible when construction projects and cultural purpose align to deliver excellent outcomes for asset owners, partners and First Nations employees.

## » Who we are

Our vision is to enrich communities as a reputable employer and driver of economic growth. We believe in the power of YARA, where every opportunity given is an investment in a brighter future. Nurtured talent builds excellence, innovation and leadership.



## Future focused

Formed to empower our Indigenous workforce with a strong focus on craftsmanship and trust. Our leadership team has extensive construction experience managing and delivering major projects, operations and administration.

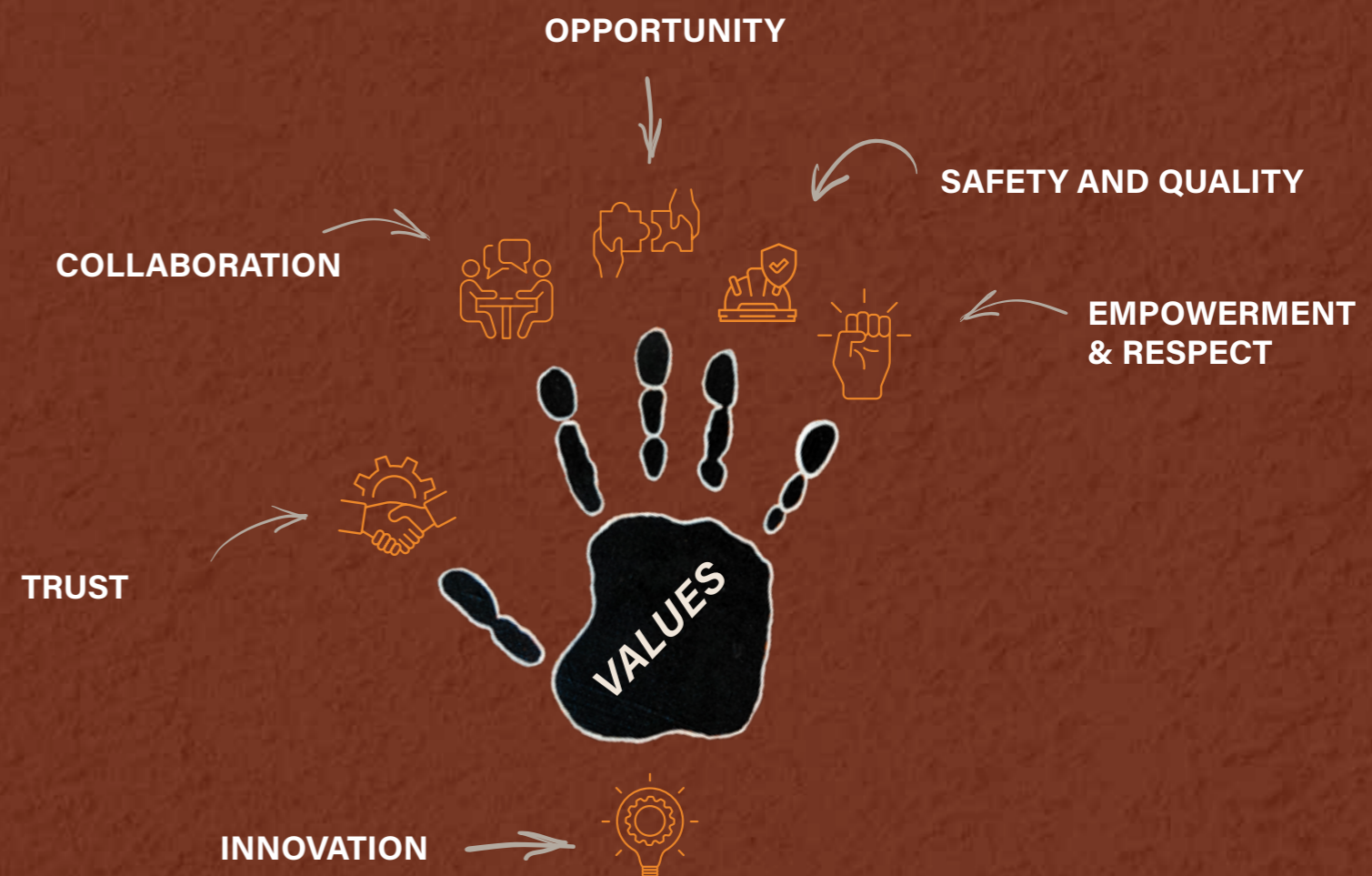
Drawing on our existing experience in delivering high-quality infrastructure, our future focus is on the next generation of construction teams. At YARA, they'll be made up of diverse, skilled and trusted workers who are making a difference in regions across Australia.

## National coverage

The YARA geographic footprint filters across regional and urban Australia. Our head office is located in Canberra, ACT.

## Values driven

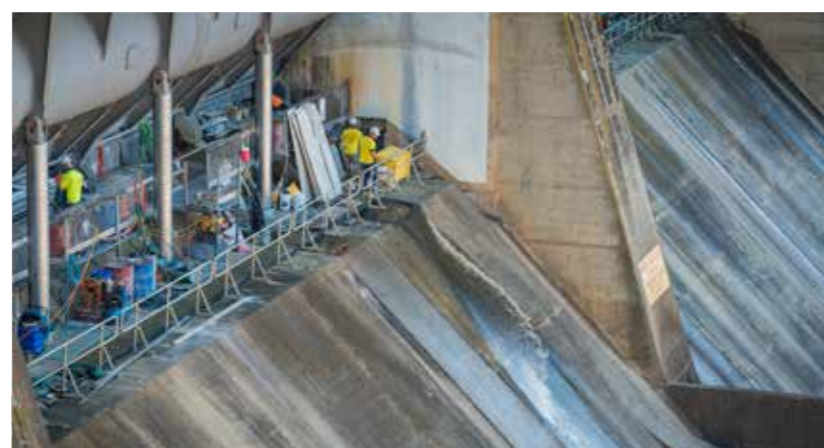
Our values are built on shared journeys, shared gains and shared successes.



## » What we offer

Achieving construction excellence in bridges, buildings, roads, dams, stormwater, sewer and more.

YARA manages and delivers projects across various sectors and locations. Our detailed approach draws on technical strengths and capabilities.



## Skilled services

At the forefront of construction excellence, YARA offers a variety of skilled and responsive services. Our team is passionate about delivering high-quality infrastructure for urban development to enhance liveability.

Our proficient services include civil, building, engineering, asset management and remediation.



### Civil

Rail, roads, airport, marine, hydraulics and renewables



### Building

Licensed construction and refurbishment



### Engineering

Consultancy, design development



### Asset Management

Operational, maintenance, 24/7 emergency response and day-to-day management



### Remediation

Repairs, waterproofing, structural steelwork, carbon fibre strengthening, bearing replacement, steel coating and expansion joints

## » How we contribute

Walk with us down this two-way street. Every opportunity given is an investment in a brighter future.



We grasp opportunities to grow knowledge, skills and partnerships.

YARA stands as a beacon of empowerment. Every day we strive to play a pivotal role in creating positive social impact.

We promote prospects for skill development and career growth for all our employees.

## A commitment to our First Nations people

At YARA, we prioritise empowering Aboriginal and/or Torres Strait Islander individuals through tailored training, employment opportunities and career progression plans. Our goal is to provide meaningful employment opportunities and skill development for streamlined progression into senior roles within our organisation.

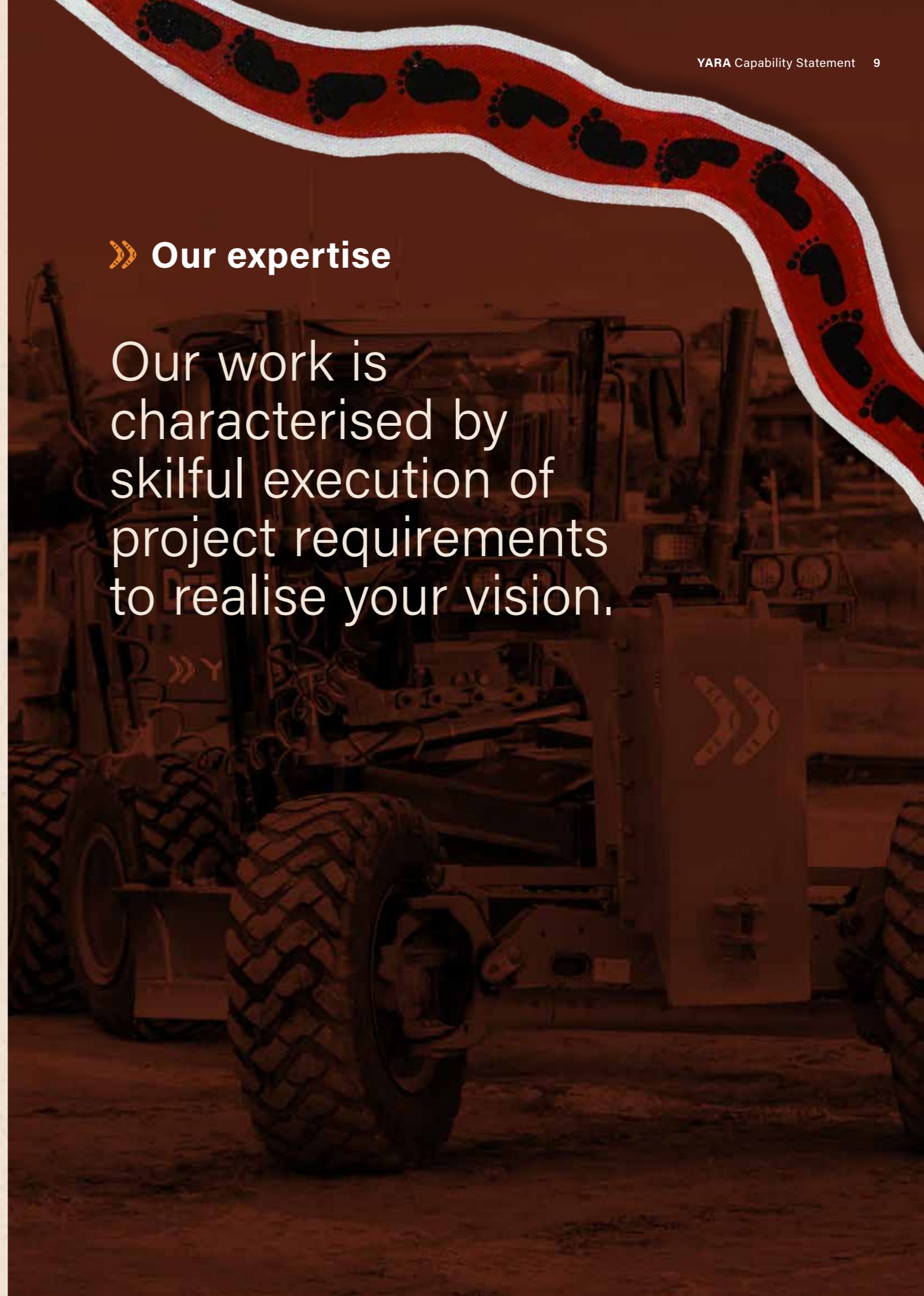
We proudly collaborate with initiatives like the ACT Brumbies' First Nations Pathways Program, which offers individuals the opportunity to excel in the professional arena while also assisting them beyond rugby by providing study and employment support.

Through these partnerships and our internal programs, we are committed to creating pathways for Indigenous talent to thrive within our workforce, enriching our organisation with diverse perspectives and experiences.



## » Our expertise

Our work is characterised by skilful execution of project requirements to realise your vision.



# Namarag



## Transforming Land with Purpose

This project involved the large-scale rehabilitation of a degraded site into a thriving natural reserve that honours Country and community. Former industrial land was carefully restored, creating a space that supports native ecosystems while reflecting deep respect for Ngunnawal heritage and culture.



## A Living, Learning Landscape

Namarag is now a place for connection - where nature, education, and culture come together. Designed to be both functional and symbolic, the reserve offers habitat for wildlife, immersive learning opportunities for students, and a serene setting for families and community gatherings.



VALUE	\$12M
DURATION	13 months
CLIENT	ACT Government

**SUMMARY**

This was the largest landscaping reserve project in the history of the ACT. A 40ha reserve was to be rehabilitated from disused sewerage treatment ponds and a bomb disposal range. In its place, a feature reserve called Namarag in the northern suburbs of Canberra that showed respect to the land, the Ngunnawal people, future generations, and the native flora and fauna of the area.

We capped the sewer treatment ponds and removed all the ordinance all while keeping the Molonglo River pollutant-free.

We maintained the site and proceeded with construction in an environmentally sensitive way. Dust suppression was maintained throughout the contract, erosion was minimised, native wildlife was not harmed, and a habitat for an endangered species was created.

Namarag is designed as an educative space where families can play, events/ceremonies can be held, and school children can learn of the history of the Ngunnawal land, its food and its heritage.

Namarag is a truly special place.

PROJECT FEATURES	» Working in a heritage nature reserve	» Survey and clearing of exploded and unexploded ordinance
	» Provision of an interactive public reserve	» Bulk earthworks
	» Provision of wildlife habitat areas	» Extensive landscaping and environmentally sensitive design
	» Combining civil construction with local flora and fauna	» Native seeding and planting
	» Upgrade of disused sewerage treatment ponds to interactive public areas	» Protection of wildlife during construction
	» Establishment of one of the largest habitat areas for the endangered Pink-tailed Worm Lizard in Canberra	» Protection of the Molongolo River
	» Coordination of resources between service authorities and asset owners	» No nett increase in water quality and quantity pre and post construction



YARA delivers top-tier infrastructure while creating real careers for First Nations Australians.

# East Gungahlin High School



VALUE	\$15M
DURATION	15 months
CLIENT	ACT Government

## SUMMARY

We provided supporting road and service infrastructure to the East Gungahlin High School, under simultaneous construction. The project was delivered within the project schedule, despite significant inclement weather delays and additional works transferred from the school construction contract. This project was delivered under a GC21 contract.

The scope of works for this project included staging, engagement with multiple stakeholders, WHS risks, public interface, service installation, earthworks, flexible pavements (including Capeco recycled asphalt), utility and service provider engagement, water, sewer and stormwater reticulation works.

We were also involved in a stormwater redesign due to stormwater pipe availability. We worked with Indesco to redesign a standard RCP line into a skewed reinforced box culvert line that connected to the existing trunk stormwater line.

We successfully managed significant constraints due to the site and project delivery model.

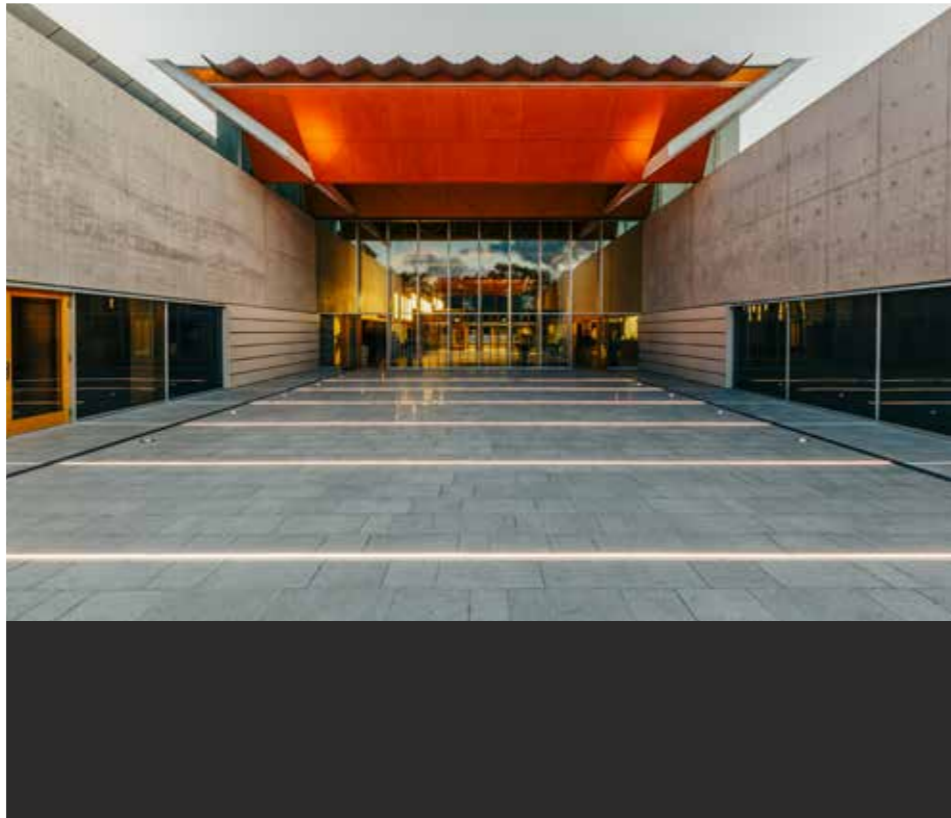
## PROJECT FEATURES

- » Extensive traffic management and staging
- » Liaison with multiple stakeholders
- » Bulk earthworks
- » Concrete kerb and footpath works
- » Service installations
- » Trunk stormwater
- » Bus stop installation
- » Noise wall construction
- » Segmental paving
- » Flexible pavement and recycled asphalt
- » Street lighting
- » Traffic signals
- » Signage and line marking
- » Landscaping



Your project deserves a partner with purpose.

 **National Portrait  
Gallery Stage 2**



VALUE	\$13M
DURATION	14 months
CLIENT	Department of Finance

**SUMMARY**

A decade after construction of the National Portrait Gallery, the basement waterproof membrane showed signs of failure, threatening the integrity of the building and valuable artworks. To remediate the issue, a new waterproof membrane was proposed to be installed over two stages. Following the successful delivery of Stage 1 Investigation Works, the second stage of works included replacement of the failed waterproof membrane at the podium and entrance, structural concrete remediation, replacement of window units and replacement of timber floor and subfloors throughout the galleries.

Installation of the replacement waterproofing membrane required demolition and reinstatement of all exterior architectural toppings. To mitigate the risk of potential damage to the new membrane during reinstatement works, the team developed an innovative permanent floating aluminium formwork system, which simplified construction and defines the contrast of polished concrete toppings throughout the podium.

Other key features of the project included complex artwork lifts, balustrade replacements, mobile display wall construction and architectural lighting.

**PROJECT  
FEATURES**

- » Extensive detailed demolition of both interior and exterior elements
- » Strengthening of deflected architectural concrete slabs
- » Detailed non-destructive engineering assessments
- » Technical waterproofing and flood testing
- » Technical crane lifts, including sculpture rigging
- » Design and construction movable artwork display walls
- » Reconstruction of detailed polished concrete
- » Reconstruction of structural subfloor elements
- » Installation of Tasmanian blue gum timber flooring
- » Detailed marble stonemasonry
- » Installation of oversized double-glazed units
- » In house concrete maturity testing
- » Stringent air quality monitoring
- » Detailed landscaping works



# John Gorton Building Car Park



VALUE	\$10M
DURATION	16 months
CLIENT	National Capital Authority

SUMMARY	<p>The John Gorton Building is located in Parkes, ACT, accommodating staff from two prominent Government Departments. The building was originally constructed in 1956 and has recently received significant restoration and upgrades to preserve its heritage values.</p> <p>YARA was engaged to deliver the John Gorton Building Carpark Upgrade project. The original scope of works included demolition of the existing carpark and construction of a new carpark with hard and soft landscaping features. During construction, additional works to refurbish the main building entrance, strengthen existing lightwells and waterproof the basement office area were incorporated into the project.</p> <p>Construction featured: carbon fibre strengthening, concrete capped “Wolfin” waterproof membrane installation, granite segmental paving, exposed aggregate paving with inlaid corten steel, LED lighting, bespoke timber/ concrete street furnishings, stormwater harvesting tree pits and significant landscape plantings. The works were completed without any major safety, environmental or quality nonconformances and featured as a finalist in the CCF and MBA awards.</p>	
PROJECT FEATURES	<ul style="list-style-type: none"><li>» Vaulted tree pits</li><li>» Heritage building protection</li><li>» Liaison with significant stakeholders</li><li>» Restricted loading over basement areas</li><li>» Granite segmental paving</li><li>» Flexible pavement</li><li>» Signage and line marking</li><li>» TTM in highly trafficked areas</li><li>» Exposed aggregate rigid pavement</li><li>» Advanced street tree planting</li></ul>	<ul style="list-style-type: none"><li>» LED overhead and up-lighting</li><li>» Stormwater pits and pipes</li><li>» Irrigation (design and construction)</li><li>» Gas main relocation</li><li>» Coordination with external subcontractors</li><li>» Carbon Fibre Reinforced Polymer concrete strengthening</li><li>» Basement waterproofing</li><li>» High end street furnishings</li></ul>



# Jacka 2 Stage 1B



VALUE	\$20M
DURATION	12 months
CLIENT	ACT Government

**SUMMARY**

Jacka 2 Stage 1B civil engineering and landscape construction project started in 2023. It was initiated to construct supporting infrastructure for the development of 109 suburban blocks and three multiunit blocks within Jacka, ACT.

This stage is being concurrently delivered under three separate construction contracts. Each stage takes into consideration site topography, road connections, existing service connections, water pressure zones, construction progress and other engineering constraints. It also encompasses a water supply main connection to the existing Bonner Reservoir located to the east of the site.

- PROJECT FEATURES**
- » Detailed project establishment
  - » Environmental management plan
  - » Street lighting
  - » WSUD infrastructure
  - » Disposal of surplus soils off site and controlled filling
  - » Water, stormwater, sewer, communication and electrical utilities installation
  - » Soft landscaping
  - » Multiple contractors
  - » Multiple stakeholders, including local residents
  - » Kerbs and concrete verge pavements
  - » Flexible road pavement
  - » Clearing of trees and shrubs
  - » Bulk earthworks, including excavation
  - » Hard landscaping – decking, paving and sculptures
  - » Construction of netball courts
  - » Watermain reservoir connection
  - » Weed management controls
  - » Use of recycled materials



Where capability meets culture —  
that’s where **YARA** builds.

# Sydney and Melbourne Building Laneway Upgrades



VALUE	\$6.5M
DURATION	12 months
CLIENT	ACT Government

**SUMMARY**

Both Odgers and Verity Lanes are located in the historic Sydney and Melbourne Buildings in Canberra. We achieved a remarkable feat in delivering the upgrades to the laneways, which transformed and revitalised once dilapidated spaces into vibrant hubs.

Our team navigated the intricate technical aspects, skilfully incorporating structural steel elements and executing the meticulous installation of stormwater pipes around significant heritage-listed trees. The successful completion is testament to our commitment to precision and innovation.

The revitalised laneways now serve as iconic areas in Canberra’s evolution into a modern metropolis, contributing significantly to the city’s aesthetic appeal and functionality. We helped establish a benchmark for excellence in urban redevelopment by creating vibrant and sustainable city spaces.

- PROJECT FEATURES**
- » Detailed project management
  - » Festoon lighting
  - » Additional loading zone
  - » Working around heritage-listed trees
  - » Structural steel works around live services
  - » Asphalt paving
  - » Upgraded stormwater infrastructure
  - » Improved safety and ambience design changes

# Woolley Street Dickson Precinct Upgrades



VALUE	\$4M
DURATION	10 months
CLIENT	ACT Government

## SUMMARY

The design included new street tree plantings with WSUD garden beds and alfresco dining areas to the frontage of existing and future cafes and restaurants. A central events area was constructed with large congregating spaces and social nooks, offering diversity in scale and size.

An alfresco dining street edge with lighting was installed to facilitate outdoor dining and allow an uptake of liquor licensing by established hospitality venues, and non-prescribed 'hangout' spaces in front of non-hospitality venues.

The project saw the design and construction of several non-prescribed passive play elements. A raised threshold into Woolley Street at both ends now denotes the change from a vehicle space to a pedestrian orientated space, while a sloped turf seating area in the plaza provides an informal small green area for the general public.

These completed upgrades have made Woolley Street a safer, more accessible and attractive destination for both locals and visitors.

## PROJECT FEATURES

- » Civil earthworks
- » Detailed road narrowing
- » Detailed construction of kerbing and pavements
- » Detailed landscaping works
- » Drainage improvements
- » Intersection upgrades
- » Feature lighting



## » Get to know us

Built on sturdy foundations. We nurture talent through professional advancement and mentorship.

YARA is contributing to the sustainable development of both the Indigenous workforce and the construction industry. Our team is led by experienced and connected professionals with complementary skillsets across construction, business and community.



## » Our leaders



**ANDY MUIRHEAD**  
Managing Director

A proud Aboriginal man, Andy is a rugby star with the ACT Brumbies. He fulfils a central role in mentoring First Nations men – in sport and in life. He facilitates opportunities and support through the ACT Brumbies First Nations Pathway Program, which not only helps up-and-coming players train with the ACT Brumbies, it connects them with prospects for upskilling and employment.

A resilient, hardworking and personable role model, Andy has a background as an electrical linesperson. His role at YARA is to facilitate pathways for young Indigenous people into training, employment and ultimately upskilling to provide opportunity in senior roles within the business sector.



**LACHLAN HASKINS**  
Director

Lach has been involved in numerous business startups, joint venture partnerships and company acquisitions.

He is a Chartered member of Engineers Australia and works to mentor and coach other engineers in order to see them reach their full potential. Well-connected in the business community, Lach is the Chairman of the Civil Contractors Federation of the ACT, a graduate of the Australian Institute of Company Directors, and sits on numerous Industry Boards within the ACT.

Lach's experience covers both large-scale construction and intricate detailed maintenance and remediation.



**MATT HASKINS**  
Principal

Matt is a leader in differentiating between operational and strategic matters. He has a strong history of both contractual and project management, which has equipped him with the ability to manage major risks and identify and approach those risks with a strategic mindset.

Matt manages business growth, development, branding and stakeholder engagement. Always guided by integrity, emotional intelligence, strong commercial judgement and instinct, he is backed by an impressive construction portfolio.

## » Our leaders



**RHIANNON GRIFFITHS**  
Group Finance Manager

Rhiannon brings a wealth of experience in finance and administration across a diverse range of industries.

With a proven track record in overseeing financial operations, streamlining administrative processes, and ensuring organisational efficiency, Rhiannon continually strives to develop and strengthen the systems and processes that underpin the business. Processes are built knowing that clients expect to have confidence in safety, quality and environmental performance at every stage of a project.

Rhiannon is committed to driving operational excellence and supporting strategic business goals through the administrative and operational functions of the business.



**MADISON WILLIAMS**  
Senior Construction Manager

Madison has a diverse skillset in guiding construction teams through civil infrastructure, building and large-scale restorative projects. He is an innovative problem-solver when it comes to complex technical construction matters.

Madison coordinates resources, engages in contract details and financial decisions. He is also involved in the development of the business and committed to initiating and building effective client relationships.

Madison was recognised by the Civil Contractors Federation and ACT Master Builders Association for project manager and construction manager awards in recent years.



**CLAY UYEN**  
Operations and Training Manager

As an active member of Engineers Australia, Clay leverages his extensive network in mining, civil, and construction to build genuine momentum within YARA's project pipeline.

Clay plays a crucial role in recruiting talent and building the infrastructure necessary for our emerging workforce's growth and success. He is a mentor among our team and an approachable resource for all things technically minded.

Teamwork is at the heart of Clay's endeavours, and his experience in high-performing teams across professional rugby and civil construction enables him to replicate these models on our job sites.



**TONY ABEL**  
Business Development Manager

Tony brings a wealth of experience to YARA, drawing from his leadership of large-scale agricultural operations across Australia and his high-pressure role as Operations Manager for the Brumbies in the ACT.

His strong operational acumen, honed through years of hands-on management, is matched by his ability to coordinate complex logistics, lead teams, and navigate stakeholder needs with confidence and clarity.

Tony's natural ability for building meaningful client relationships and identifying strategic growth opportunities is proving to be a real bedrock for YARA and its future success.

## » Our certifications

YARA is proudly Supply Nation Certified, a member of NSWICC, and ISO Certified.

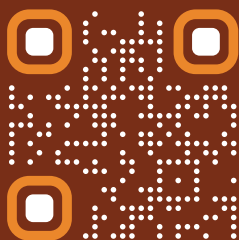
Our approaches are supported by strong WHS, quality and environmental management systems. We work to the highest standards of safety for our team and the broader community.





# YARA

CIVIL & CONSTRUCTION EXCELLENCE



LINK UP WITH THE YARA MOB



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