



SIPS Industries Australia Pty Ltd Capability Statement

Part One: Corporate

Overview

- SIPS Industries is a proudly Western Australian company that locally manufactures an innovative building system for the Australian construction industry
- The system is based on Structural Insulated Panels (SIPs), a load-bearing, modular panel system that delivers significant cost savings through faster build times. Homes may be fully constructed in 13 weeks providing commensurate reductions in labour, ancillary and site costs, which is particularly relevant in the context of the current trade skills shortage
- SIPs are one of the fastest growing building products in the world with growth rates currently around 10%, now 7% of the US market and 4% of the European market
- SIPs also offer industry-leading environmental performance in reference to energy savings, sustainability, carbon footprint and transport miles. Sustainability ratings in excess of 9 stars are achievable with SIPs
- As a high precision, factory-manufactured product, SIPs provides outstanding quality, durability and strength. SIPs are cyclone, seismic, fire rated and termite resistant at the top end of the scales. Panels can be supplied up to 6 metres in length. Wall panels will self-support floor loads
- Whereas traditional, masonry-based building materials are finding it increasingly difficult to achieve escalating sustainability standards, SIPs will satisfy the most demanding Australian building approval requirements well into the foreseeable future

Company History

SIPS Industries Australia Pty. Ltd. was established in Western Australia by Rob Vis and Fraser Stewart, to manufacture and supply structural insulated panels (SIPs) to the home and light commercial building industry in Australia. Both founders have extensive experience in the construction industry and work directly in the business at its manufacturing facility located in the Bibra Lake light industrial complex, twenty kilometres south of Perth.

SIPS Industries originated in the UK in 2000, expanded into Australia in 2009, and then Africa in 2010. SIPS' product manufacturing technology including research and development is consolidated under the SIPS Industries International brand, with manufacturing plants in the UK, Africa and Australia.

SIPS Industries Pty Ltd is a wholly Australian owned company manufacturing in Western Australia.

The company is not in the business of simply supplying SIPs, rather it provides customers energy efficient sustainable building solutions with a focus on delivering optimum quality combined with fast build times.

Core Competencies

- Manufacture and supply of unique, insulated building panels
- Substantial experience in providing turnkey building solutions
- Development of industry-leading product, systems and innovation
- Development of unique manufacturing processes and procedures including pre-design, pre-cutting and pre-engineering
- Delivery of industry-leading standards of sustainability, product performance and quality

Innovation

SIPS Industries has an innovation culture whereby norms and practices are constantly challenged, it is reflected in every product and service provided. Significant investment is continuously being made in the area of research and development to ensure that the company continues to raise standards and efficiencies.

Global Position

The technology of SIPs has been around for over 40 years and is used extensively in the USA and Europe. SIPs panels are used today in 7% of new homes built in the USA and 4% of new homes built in Europe.

During the downturn in the world economy in 2008, the SIPs market has maintained a growth rate of 10 to 20 percent per annum across the US and 5 to 10 percent in Canada. This was primarily due to the requirement to meet energy targets and the willingness of those building industries to embrace new building technologies.

SIPs is one of the fastest growing building products in the world.

SIPs were initially tested and used in colder regions but have also demonstrated massive benefits in warmer climates. SIPs are accepted as a mainstream building solution in California with a similar climate to WA and other regions of Australia. SIPs Industries is targeting 4% to 7% of annual new homes in WA.

Mission Statement

SIPS Industries Australia aims to become a leading brand in Australia, providing high-quality, environmentally sustainable building solutions through the use of superior building materials; not only to the building and development industries, but also to the influencers and the end consumer.

Vision and Values Statement

The SIPS Industries service provides quality, depth and value by way of the following:

- Quality
 - Functional – through speed of delivery and installation
 - Innovative – through simplicity of use
 - Durable – strength suitable for cyclone zones
 - Adaptable – able to be used in floors walls and roofs
 - Versatile – ideal for unique and contemporary designs
- Depth
 - Broad usage – able to be utilised in the residential, commercial, modular and remote sectors
 - Wide building approval suitability – up to class 4 buildings
- Breadth
 - SIP's by Design bespoke kits – custom-designed through to high-end buildings
 - SIP's ReadyCut™ – providing cost benefits for standardised projects



Environmental Statement

SIPS Industries panels provide an exciting solution to increasing energy costs. As it takes three times more energy to cool a home compared to heating it, SIPs offer a very compelling commercial benefit when factoring in rapidly rising local energy costs in Australia.

Uniquely offers commercial viability and industry-leading environmental performance concurrently.

Environmental product attributes:

- Manufactured exclusively from routine thinning of managed plantations
- Greater energy efficiency through higher r-value, less thermal breaks and air tightness with a major benefit being greatly reduced running costs
- Rigorous process enables timber to be traced to certified, responsibly-managed forests
- The complete scheme (panels and ancillaries) comes from one source which minimises transport miles, environmental impact, congestion, noise and traffic pollution
- Manufacturing of SIPS panels consumes minimal energy
- Less site wastage and resultant landfill
- Carbon footprint is reduced by SIP's excellent insulation qualities
- EPS offcuts are recycled
- Minimum embodied energy

Social Responsibility Statement

The Directors recognise the importance and implications of health, safety and welfare issues. It is SIPS Industries policy that all reasonably practicable steps are taken to protect employees, customers and contractors.

All employees are encouraged to:

- Participate and contribute in health and safety activities within the workplace to reinforce a positive health and safety culture
- Serve on Group Safety Committees that meet bi-monthly to formulate overall company policy
- Maintain appropriate standards required by Regulatory Authorities, Insurance Companies, Professional and Trade Organisations, and Institutions

SIPS Industries is constantly seeking to provide products that have been responsibly and ethically sourced, and are recyclable or biodegradable.

The company aims to exceed the requirements of all relevant environmental legislation.

Milestone Achievements

- Delivery of in excess of 100 buildings to Australia since inception in 2009
- Tender wins including Pilbara Drug and Alcohol Rehabilitation Facility (PDARF), Pindan, Georgio, John Holland and St Johns Ambulance, which cemented our reputation to deliver on budget on time in the competitive commercial market.
- Codemark Certification approved in 2013. The CodeMark Scheme is a building Product and System Certification managed by the Australian Building Codes Board (ABCB) and the Ministry of Business, Innovation & Employment (MBIE) in their respective countries. The Scheme is enforced by the Joint Accreditation System of Australia and New Zealand (JAS-ANZ). Certification means a guaranteed acceptance by relevant regulatory bodies in Australia.
- SIPS Industries completed groundbreaking research in:
 - Cyclone suitability
 - Energy transmission
 - Carbon performance
 - Noise transmissions
 - Fire ratings
 - Termite resistance



Governance and Risk Management Practices

SIPS Industries operates under a rigorous internal governance programme to mitigate risk, incorporating the following:

- Confidentiality agreements with staff
- Non Disclosure Agreements
- Back-up procedures for IT – off-site back-up through IT professionals
- Outsourced IT with full back up and disaster recovery plan
- All appropriate insurance policies are in place
- Formalised procedures and processes are implemented throughout the organisation including drafting, production scheduling, manufacturing and installation. Tool-box meetings are an important aspect of these procedures
- The ReadyCut product reduces risks associated with custom production of SIPS
- Risks with large projects minimised through tight negotiations and special terms including deposit required



Quality Assurance

As a SIPA manufacturer member, SIPS Industries is obligated to provide third party testing, maintain quality assurance and be in good standing within the industry.



Significant Client Case Studies

1. Joondalup Health Campus – Job Value \$2million

Joondalup Health Campus is a key part of John Holland's continued delivery of healthcare facilities within Western Australia. The overall project was undertaken across several phases with SIPS Industries contracted to supply and install the external and internal walls, structural steel and jarrah posts and beams required to support the SIPs roof and veranda.

Due to the nature of a SIPs roof being a complete platform once installed, John Holland were able to have trades working on the external side of the roof while the first-fix trades were able to work on the inside of the building at the same time, halving trades on site and reducing the overall build time safely.

Our focus was to supply and install the project professionally and safely while giving the client a highly energy efficient structure. This project has a floor area of 852m² and was successfully installed in 26 days.

2. Pilbara Drug and Alcohol Rehabilitation Facility – Job Value \$10million

This was a large commercial project built by Pindan in South Hedland. SIPS Industries was contracted to supply and install SIPs panels for 8 separate buildings totalling 800m² of floor area.

The key reasons why SIPs were used in this project were:

- Better insulation reducing costs and improved level of comfort
- Reduced amount of steel required providing significant cost savings
- Approved for Region D cyclone areas
- Able to deliver construction speeds to meet fast-build timeline
- Termite resistant EPS and board

This structure comprised of a concrete floor slab with 165mm external wall panels, 145mm internal wall panels and 115mm roof panels. The panels also incorporated LVL columns and flitch beams.

Planned as a 42 day installation for a team of 6, a cyclone hit in the middle of this installation. No damage was sustained, even though only partially constructed. The project was still completed on time.

The flat pack wall and roof system was economical to transport and the precision of the panels made the installation of windows easy, which was critical in relation to time constraints and a remoteness.

3. Perry Lakes Landcorp Sales Office – Job Value \$130,000

The brief was clear from the client for this project. The Landcorp, Perry Lakes Sales Office, designed by Coda Architects was to meet the follow objectives:

- Touch the ground lightly, reduce the carbon foot print
- Incorporate traditional practices and materials.
- Provide a better design on the same budget as a standard transportable building
- Minimise running costs through energy efficiency
- Deliver within 4 weeks from commencement
- To be able to relocate the building



A traditional build would require a significant amount of steel to support floor, walls and roof with one-piece floor systems requiring over-width transport, large cranes and low loaders. Steel also significantly increases the carbon footprint. With the aim of reducing the amount of steel in the building, a workshop was conducted with the steel supplier, builder and engineer. The use of SIPs allowed the building design to be re-engineered using lighter, more efficient floor system utilising lightweight, rolled galvanised tubing instead of larger steel sections, and eliminating steel in the upper section.

Key outcomes:

- The amount of steel in the floor was reduced by 1683.05 kg
- The amount of steel in the walls was reduced to zero from 370.80kg
- The amount of steel in the roof section was reduced to zero from 422.60kg
- The steel components were reduced to lightweight tubing
- The engineer was able to use SIP's as the major load-bearing component for the structure
- The building was built off-site and transported on a standard truck and trailer
- Each module was reassembled in 10 minutes per section
- The building will be able to be broken down within a day for relocation
- The modular floor system and SIPs walls and roof system meets all cyclone rating requirements
- Won the HIA GreenSmart 2011 Partnership Award

Association memberships

- US SIPA Membership*
- HIA Membership
- CCIWA
- Codemark Accreditation

*The Structural Insulated Panel Association is a non-profit trade association that supports all segments of the SIP industry. SIPA offers a variety of resources to manufacturers, dealer/distributors, design professionals, suppliers of SIP components, and builders who build with SIPs. SIPA has sponsored numerous technical research programs for testing and verifying the performance of panels and offers builder education through the SIPA Registered Builder Program.

Awards

Greensmart WA Product of the Year 2010 - SIPS

Greensmart WA Partnership Award 2011- Landcorp Sales Office in Perry Lakes

Greensmart WA Product of the Year 2012 – SIPS ReadyCut



Testimonials

Residential Testimonial

To whom it may concern,

We highly recommend SIPS Industries - who we used to build our 2-storey home in East Victoria Park (rear lot). It was a pleasure dealing with SIPS Industries - we found them to be professional, experts in their field and they delivered on what they promised.

We are extremely pleased with the SIPs panels in terms of their design, performance and the speed at which they were manufactured and constructed. In addition to this, they have provided an extremely comfortable living environment, allowing easier climate control and greater efficiencies in terms of heating and cooling within our home.

The service and product provided by SIPS Industries resulted in a smooth running and efficient project / construction. We are delighted with the end product and would have no hesitation in recommending SIPS Industries and the SIP panels and using them again ourselves in the future,

Yours faithfully,
Andy & Louise

Residential Testimonial

Justin & Kylie Rath
21 Greig Street, Willagee WA 6156
28th May 2014

To whom it may concern,

Living in Australia with its harsh climate, we designed our home to be sustainable ECO –Green. After months of researching all the products on today's market we kept being drawn back to SIPS Industries. It was the perfect product for us to use.

I am more than happy to recommend SIPS Industries who we dealt with in the construction of our beautiful home. We found SIPS Industries excellent to deal with and provided a range of services that included design assistance, product advice and construction. Manufacturing all panels at their warehouse, deliveries were scheduled & prompt. The panels were delivered as per our designed plans and the whole project was installed in an amazingly fast time, saving us time & money.

Their professionalism and thorough work standards and ethics have been a major factor in success of the construction of our new home. We found that the team from SIPS Industries were delightful to work with and at all times professional and helpful. It was a pleasure to work with them. I can confidently recommend SIPS Industries as a solid and reliable supplier, and experts in their field.

Yours faithfully,
Mrs Kylie Rath (Owner/ Builder)

Commercial Testimonial



John Holland Group Pty Ltd
ABN 37 050 242 147

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Redevelopment
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Australia

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www.johnholland.com.au

To whom it may concern,

I am pleased to be writing this letter of recommendation on behalf of John Holland regarding SIPS Industries. During the design and construction of the Child Care Centre here at the Joondalup Health Campus Redevelopment, SIPS have proven themselves to be a very efficient and professional subcontractor.

The SIPS system was designed, constructed, delivered and erected within our target programme. The kit installation was very impressive in both speed and quality, with the entire project team at JHCR overwhelmed at how expeditiously the building was constructed.

Fraser, General Manager, was an absolute pleasure to deal with. Any issues that we encountered during the project were dealt with positively and proficiently.

We hope you experience the same level of satisfaction enjoyed by us during our interaction with SIPS Industries.

Regards,

Robert Rowe

Site Supervisor, Joondalup Health Campus Redevelopment

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Initials: _____



Management Profiles



Rob Vis
Managing Director

Commencing his career in Perth in 1986, Rob has had extensive experience in the building industry. He has worked in an executive capacity with many of the major builders in Perth, in both brick and frame construction. These include five years in an executive role with Stockland, a top ASX listed house and land development company, working in WA and nationally. Rob also holds a real-estate license. Rob has worked in partnership with co-director Fraser Stewart, in the capacity of owner and Managing Director of SIPS Industries in Australia, for the previous five years.



Fraser Stewart
Director

Fraser has 14 years experience with SIPS, working with SIPS Industries UK, a family owned and run business in Scotland. This has awarded Fraser with extensive experience in all facets of SIPs, from design, engineering, construction drawings, factory fabrication, through to onsite installation. Fraser relocated to Perth from the UK with his family in 2009, and is a co-owner and Director of SIPS Industries in Australia.



Damien Madden
Technical Architect

Damien joined SIPS in 2011 with 12 years first-hand experience in the construction industry working in the areas of design management, architectural drafting and construction management, gathering extensive experience in residential timber frame and SIP construction. His primary role is to manage the interpretation of architectural and engineering drawings to re-design into BIM 3D models specifically suitable for SIPS construction, which are the basis for 2D drawings of each wall, roof or floor panels required.

Damien's qualifications include an Honours Certificate in Construction Studies, plus Diploma and Honours Degrees in Architectural Technology. He is skilled in all 2D & 3D drafting software.



Andrew Moriarty
Estimator/Scheduler

Andrew has seven years experience in the construction industry, four years in Ireland and over three years with SIPS industries in Australia. His role is to liaise with client, architect or builder regarding budget, lead times, project details and requirements, to provide a high level of accurate estimating and factory scheduling for projects within both the commercial and residential sectors.

Andrew's qualifications include an Honours Certificate in construction studies, Diploma in Construction Economics and a Bachelor of Science (Honours) in Quantity Surveying. He also has numerous certificates in Microsoft Project and Buildsoft costing modelling.



Jerry Greer
Factory Manager

Jerry joined SIPS four years ago. With 15 years experience in residential construction in the Pacific Northwest, and eight years in factory management in Alaska's commercial fishing Industry, he has a total of 23 years as a team leader and foreman. This was gained running his own construction business, and in a supervisory capacity for others. His broad base of skill sets make him adept, innovative, and motivational. He also has undertaken a Diploma in Management, as well as a Diploma in Human Resources.

Management Systems and Processes

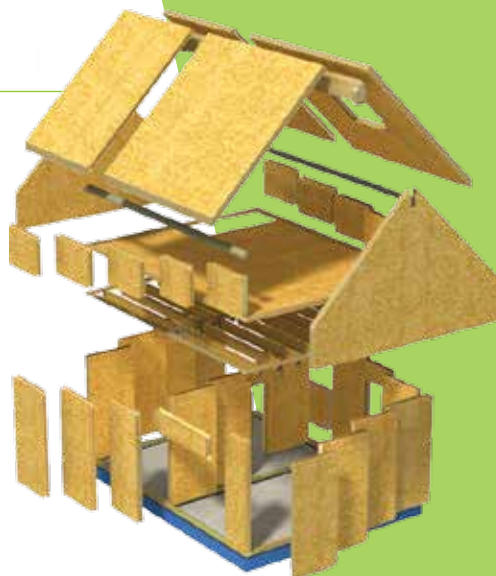
The management team's corporate background has ensured that the framework developed for development of business systems and operations management is based on best practice with regular reviews. Tool-box meetings are held regularly in the factory to ensure that every team member working on the project is fully briefed. Daily Toolbox meeting are held on-site to ensure that communication is clear with all stakeholders as part of the decision making process. Client feedback is encouraged throughout the process with any issues recorded and dealt with accordingly.

Part Two: Products and Services

The SIPS Product

SIPs are lightweight, engineered, load-bearing building panels produced for use as walls, roofs, ceilings and floors in residential and commercial buildings. The main benefits of SIPs are fast erection, factory-enabled precision, high energy and environmental performance, and minimal labour requirement on-site.

The product is made from two external sheets of Orientated Strand Board (OSB) laminated to a core of Expanded Polystyrene (EPS). The product is engineered and can be used in up to three story constructions with an engineering safety margin of three times. SIPs have full Building Code of Australia (BCA) approval.



Products

SIPS Industries manufactures two products:

- SIPS by Design – a bespoke service where SIP's are manufactured specifically for the plans provided.
- SIPS ReadyCut – pre-cut, 'off-the-shelf' building system for home and commercial builders.

Value Proposition

The benefits listed below apply to both SIPS by Design and SIPS ReadyCut.

Simplicity

- Panels pre-engineered to construction standards and requirements
- Panels pre-cut to fit standard doors and windows

Versatility

- Walls are self-supporting up to 5 storeys
- A range of roof pitches for architectural flair
- Variety of set sizes allows unlimited design flexibility

Speed

- Faster construction on site with pre-cut panels
- Faster delivery as panels are held in stock
- Easier delivery to site as panels are flat packed

Savings

- A more streamlined, efficient building system requiring less labour and site hours
- Reduced wastage with pre-cut panels
- Reduced range of trades, cost of supervision and site cleaning
- Less hidden costs including scaffold, plant and equipment hire
- Minimised engineering costs with pre-engineered components
- Faster build time reduces exposure to theft and weather
- Factory quality control before panels dispatched eliminates costly on-site errors
- SIPs strength and technology means no building movement and cracking
- Walls and roof are straight from the start with precision cut panels
- More usable floor space for same external dimensions as building with traditional materials



Product Benefits

- Termite resistant
- Cyclone and seismic rated
- Exceeds fire resistance standards
- Rust and corrosion free
- For single and multi-storey designs, up to 5 storeys
- Highly energy efficient
- Minimal thermal bridging, almost airtight
- Environmentally responsible, sustainable
- Not prone to water damage during construction
- Meets rigorous Australian Building Approval standards
- Costs less to insure
- Exceptionally durable, long life with low maintenance

Service Benefits

SIPS Industries provide:

- Installation training for builders, carpenters and end-users
- Building services for custom-built homes and commercial buildings
- Supply of SIPs panels direct to builders and sub-contractors
- Supply and installation of SIPs panels on a project basis
- Supply of ReadyCut panels to major hardware retailers for owner-builders

Products & Services

Material Type	SIPS Int. Wall	SIPS Ext. Wall	Timber Stud Wall
Strengths	<ul style="list-style-type: none"> • Factory Manufactured • Fast onsite erection • Great Acoustics • Consistent product • Reduced number of components 	<ul style="list-style-type: none"> • Factory Manufactured • Fast onsite erection • Great Acoustics • Consistent product • Great Insulation values • Air- Tight 	<ul style="list-style-type: none"> • Fast Erection • Common material • High Market Acceptance • Market is used to the building process • Industry familiar costings
Weaknesses	<ul style="list-style-type: none"> • Low market awareness • Only a small builder base • Incorrectly seen as more expensive option • Not brick • Airtight 	<ul style="list-style-type: none"> • Low market awareness • Only a small builder base • Incorrectly seen as more expensive option • Not brick • Airtight 	<ul style="list-style-type: none"> • Inconsistent product delivery • Seen as cheap alternative • Components and finish can greatly vary • Insulation if used slips down over time
Benefits	<ul style="list-style-type: none"> • Insulation • Speed of construction • Comparative costs • Green building material • Less trades, no wet trades 	<ul style="list-style-type: none"> • Insulation • Speed of construction • Comparative costs • Green building material • Less trades, no wet trades 	<ul style="list-style-type: none"> • Cheap • Quick • Traditional building product
Impediments	<ul style="list-style-type: none"> • Market penetration • Competition • Acceptance • Fabrication capacity • Access to product in market • Awareness 	<ul style="list-style-type: none"> • Market penetration • Competition • Acceptance • Fabrication capacity • Access to product in market • Awareness 	<ul style="list-style-type: none"> • Not accepted by all parts of the market • Still very thermally inefficient • Availability of trades • Finish
Critical Factors	<ul style="list-style-type: none"> • Capacity • Marketing Budget • Competitive pressures • One Supplier 	<ul style="list-style-type: none"> • Capacity • Marketing Budget • Competitive pressures • One Supplier 	<ul style="list-style-type: none"> • Uncoordinated market • Seen as a second Class product • No one product champion
Barriers	<ul style="list-style-type: none"> • Capacity • Capital • Staff Resources 	<ul style="list-style-type: none"> • Capacity • Capital • Staff Resources 	<ul style="list-style-type: none"> • Seen as a smaller Builders product • Not seen as a preferred building method

Cost Comparison (based on the following dwelling specifications)

Dwelling Specification	Double Brick	SIPS
Two storey, narrow lot in Metropolitan Area		
Wall height	2.7m	2.7m
Total Floor area M2	232	236
Land Value	\$500,000	\$500,00
Standard 'Lead & Build Time' in weeks	49.04	
Contract value EX Gst	\$385,000	\$357,490
square metre rate \$/M2	\$1,659	\$1,540

Timber Stud Ext. Wall	Single Leaf Brick Int. Wall	Double Brick Ext.Wall
<ul style="list-style-type: none"> Fast Erection Common building material High market acceptance Market is used to the building process Industry familiar costings 	<ul style="list-style-type: none"> High industry acceptance High market acceptance Large market players Heavily advertised High ancillary costs 	<ul style="list-style-type: none"> High Industry Acceptance High market acceptance Large market players Heavily advertised High ancillary costs
<ul style="list-style-type: none"> Inconsistent product delivery Seen as cheap alternative Components and finish can greatly vary Insulation if used slips down over time 	<ul style="list-style-type: none"> Time to build Lack of skilled Trades Inconsistent result Very Poor insulation values 	<ul style="list-style-type: none"> Time to build Lack of skilled Trades Inconsistent result Very Poor insulation values
<ul style="list-style-type: none"> Cheap Quick Trade Acceptance Market Acceptance 	<ul style="list-style-type: none"> Market acceptance Tradition Building product Industry is geared towards brick product 	<ul style="list-style-type: none"> Market acceptance Tradition Building product Industry is geared towards brick product
<ul style="list-style-type: none"> Not accepted by all parts of the market Still very thermally inefficient Availability of trades Finish 	<ul style="list-style-type: none"> Lack of Skilled Trades Cost to Install Growing market awareness of poor insulation properties Market trend against brick - 60% down since 2000 	<ul style="list-style-type: none"> Lack of Skilled Trades Cost to Install Growing market awareness of poor insulation properties Market trend against brick - 60% down since 2000
<ul style="list-style-type: none"> Uncoordinated market Seen as a second Class product No one product champion 	<ul style="list-style-type: none"> Market Dominance Availability of Product Market acceptance Solid performance Traditional 	<ul style="list-style-type: none"> Market Dominance Availability of Product Market acceptance Solid performance Traditional
<ul style="list-style-type: none"> Seen as a smaller Builders product Not seen as a preferred building method 	<ul style="list-style-type: none"> Lack of skilled trades Increasing costs Delays Increase in building time Requirements for follow on trades 	<ul style="list-style-type: none"> Lack of skilled trades Increasing costs Delays Increase in building time More follow on trades More space required

Cost Comparison	Double Brick	SIPS
Building External Costs		
Materials	\$118,193	\$104,364
Ancillary	\$16,209	\$3,229
Site Measure	\$1,300	\$600
Sub Total	\$135,702	\$108,193
Building labour/Overhead costs		
Management, Labour, Contractors, Overhead	\$25,260	\$7,190
Sub Total	\$26,260	\$7,160
Development Costs		
Land-holding costs, Contract Overtime	\$43,228	\$12,945
Sub Total	\$43,228	\$12,945
Developers Indirect Costs		
Capitilisation Risk, Rental Income	\$41,212	\$14,941
Sub Total	\$41,212	\$14,941
Grand Total	\$246,402	\$143,269



Contact Details

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License numbers N/A

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ACN Australian Company Number 135-626-256

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Other Key Personnel

Andrew Moriarty

Scheduler/Estimator

Damien Madden

Architect

Carrie Brett

Accounts

Jerry Greer

Factory Manager