



Vision

Negri has evolved and grown to become a trans-Tasman based Contractor with a proud heritage of delivering major infrastructure and highway projects across Australia and New Zealand. As we look to the next exciting phase of our development, we have revisited our vision, strategy and values to ensure they are aligned with the needs of our shareholders, clients and all our team members.

For much of Negri's history, we defined ourselves by our Victorian heritage. We now have projects across Australia and New Zealand, operating primarily throughout the eastern seaboard and across the Tasman.

Although Negri is comprised of two unique and distinctive divisions, and people from across Australia and Tasman, we all share one vision, one set of values and one roadmap for achieving that vision.

We define Negri Group, including Hamilton Civil, as a leading trans-Tasman civil contractor, and this is our vision:

"We aim to be renowned for excellence, delivering through our construction and our plant hire specialties with the empowerment of our people"

Our vision is about aspiring to excellence in everything that we do. It's about pursuing excellence when we:

- create solutions for our clients
- create safe, rewarding and fulfilling careers for our people
- create superior and sustainable returns for our shareholders

Our people are delivering projects wearing a unified uniform with a well regarded brand being the "Negri", "N" and "HCPL" brands for our Australian and New Zealand contracts.

Our brands are central to our strategy and we want each to be renowned for excellence in their own field, and for their own capability and competency.

Each of our two divisions are critical to delivering our vision of being renowned for excellence across the construction and plant hire specialties.

Ours is a business built on the combined efforts of over numerous employees, each of them empowered in their own role, enabled and encouraged to deliver our vision. It might be as an accounts clerk or a surveyor; as an excavator operator or a project director; as a construction foreman or a safety officer. Each of them is encouraged to do their job to the best of their ability so that, as a whole, we are renowned for excellence. They are empowered to set goals, to innovate within boundaries, use their initiative and to celebrate and reward each other's successes.

The vision for the Negri Group is a unifying framework that sets out the ideals for the sort of business that we want to be – namely one that is renowned for excellence and honesty.

As Director, Quality of Negri I am accountable for the implementation of this vision and I encourage you to commit personally to the principles that drive our success

Director, Quality
E. A. Negri Pty Limited
Hamilton Civil Plant Limited
1 January 2003