



**STABILISED
PAVEMENTS
OF AUSTRALIA**
PTY LTD
STRENGTH • FLEXIBILITY



Capability Statement





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ABOUT US

Founded in Australia in 1983, **Stabilised Pavements of Australia (SPA)** is a proudly independent, Australian-owned company and a national leader in pavement stabilisation, recycling and rehabilitation. With offices across Victoria, New South Wales, Queensland, Western Australia, Tasmania and South Australia, SPA services all states and territories throughout Australia.

Since 1983
SPA has focused
on delivering
innovative pavement
solutions.

Since our inception, SPA has earned a reputation as the **first choice contractor for pavement stabilisation and rehabilitation**, recognised not only for delivery capability but for providing **value-adding technical solutions**. We differentiate ourselves by combining specialist construction expertise with in-house engineering and design capability, enabling us to support clients from investigation and design through to construction and long-term asset performance.

What We Do

SPA specialises in **pavement recycling, insitu stabilisation and road rehabilitation**, delivering sustainable, cost-effective solutions for roads, rail, airports, mining infrastructure, energy projects and civil earthworks. Our core services include pavement recycling, foamed bitumen and cement stabilisation, road reconstruction, profiling, spray sealing, traffic management, civil infrastructure works and full project management. These services are supported by our complementary businesses, including pavement investigation and design, specialist concreting and sustainable recycling technologies.

With one of the largest and most advanced stabilisation plant fleets in Australasia, SPA delivers solutions across a wide range of environments and material types, from lightly trafficked local roads to heavily trafficked state infrastructure and complex brownfield sites. Our focus is on **maximising the reuse of existing materials**, reducing construction time, lowering environmental impact and extending pavement life.

What we aspire to be

OUR VISION

To be the recognised leader in the advancement of stabilisation and recycling technologies and innovative pavement solutions.

Who we are what we do

OUR MISSION

Provide innovative and profitable solutions, with the highest quality and service at a competitive price

Our Difference






At the core of SPA's success is our commitment to **technical excellence, innovation and continuous improvement**. Our team of highly experienced civil engineers, project managers and technical specialists work closely with clients to develop fit-for-purpose, fully costed solutions tailored to each project's operational, financial and environmental requirements.

Our long-standing investment in people, plant and in-house technical capability has seen SPA contribute numerous industry-first innovations that have shaped modern stabilisation and recycling practices across Australia. This commitment ensures our clients benefit from proven methodologies, rigorous quality systems and outcomes that deliver long-term value.

Today, SPA is recognised as one of Australia's most experienced and capable pavement rehabilitation specialists, trusted by local government, state authorities and private industry to deliver **innovative, sustainable and high-performance pavement solutions**.



OUR VALUES

 <p>Family Creating a sense of belonging by valuing individuals, respecting others and applying family values</p>	 <p>Enjoyment Ensure we enjoy our work life opportunities</p>	 <p>Collaborative As a team and with our customers to foster relationships</p>	 <p>Initiative Being resourceful, looking to innovate and show determination</p>	 <p>Integrity Acting with honesty and taking accountability</p>
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SECTORS

At SPA we service a diverse range of sectors and have built long standing relationships through the solutions we offer, and the service we provide. Each of the different sectors that we service have their own unique requirements, and we continue to build our capacity and capability to align with these customer needs.

LOCAL GOVERNMENT

Working with local government is who we are. Since our early beginnings we have been working with local government to find cost effective solutions for rehabilitating and improving road network including urban, rural and unsealed roads.



STATE GOVERNMENT

SPA has worked with state government road authorities to help influence many of the industry standards and construction methods that are commonplace within the Australian road industry today. Amongst these are the development of deep lift stabilisation with NSW in the early 90's and foamed bitumen with Qld in the late 90's. Today we service state government assets direct through our prequalified project management and delivery services or indirectly through road maintenance contractors.



ROAD MAINTENANCE CONTRACTS

SPA supports road maintenance contractors to deliver innovative, cost effective and sustainable solutions to maintain and improve network conditions. Underpinned by stakeholder needs, we draw upon our capability to deliver in urban environments and provide solutions that are fit for purpose in high traffic environments.



ENERGY AND RENEWABLES

Energy and renewables is an evolving sector for SPA which aligns with the growth of this industry to decarbonise the broader energy sector. We continue to support energy and renewables primarily through the construction of access roads and improvement or earthworks materials.



RAIL

SPA has a long history of providing insitu stabilisation solutions for the rail industry. Depending on the project needs, our solutions include improving formation and capping layers, as well as using our profiling capability to efficiently remove ballast during existing rail network upgrades.



AIRPORTS

SPA has completed works in most of the major airports across Australia and in many of the regional and remote airstrips also. We service airports through a number of solutions including subgrade improvement, runway and taxiway pavements along with hardstands and access roads both airside and landside.



CIVIL INFRASTRUCTURE AND EARTHWORKS

Insitu stabilisation is a great solution for improving local materials in order to reduce costs and reduce overlying pavement materials. With its drying out wet materials, improving subgrade CBRs or constructing pavements, we have a strong connection to infrastructure and earthworks projects and given the bulk material volumes, we can provide substantial cost savings for these projects.



MINING AND RESOURCES

Over the last twenty years SPA have constructed numerous projects for the mining and resources industry. These range from township roads, major haul roads, access roads and hard stand areas.

Top service the mining and resource sector, we draw upon our expertise from both the road construction and mining industries to enhance solutions for our clients.

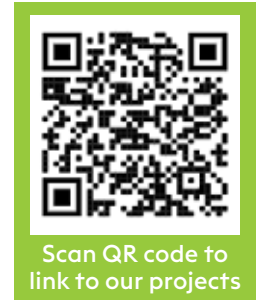
Our processes allow us to maximise the use of locally sourced materials, including overburden, in the construction of haul and access roads and our construction planning ensures that existing mining activities have limited impact. Benefits of our services include:

- Safer haul & access roads
- Increased tyre traction
- Improved skid resistance and braking capacity
- Reduced fleet maintenance costs
- Reduced road maintenance costs
- Reduction in water use to maintain dust
- Reduction in airborne dust
- Increased pavement life
- Strengthened pavement material

SERVICES

SPA has developed a diverse capability to service our different clients and market segment needs.

Our core business revolves around pavement recycling and insitu stabilisation and we have a range of additional services to complement our core business and add value to our customers. These capabilities are enhanced through our ability to provide turn key solutions and project manage outcomes on behalf of clients.



Design / Investigation

SPA provides comprehensive **pavement investigation and design services** to support informed decision-making and long-term asset performance. Our in-house engineering capability delivers geotechnical investigations, pavement condition assessments, stabilisation mix designs and mechanistic pavement designs tailored to the specific materials, traffic demands and operational constraints of each project.

By integrating investigation, design and constructability considerations, we help clients identify the most effective treatment options from the outset. This approach reduces risk, improves cost certainty and ensures solutions are practical, buildable and aligned with sustainability and whole-of-life objectives.

Our design services are regularly used to support early contractor involvement, treatment selection and value engineering across local government, state and private sector projects.

Paver Laid

SPA is a market leader in **paver-laid pavement recycling and stabilisation solutions**, delivering high-performance pavements using advanced, forward-moving construction methods. Through specialised plant and purpose-built equipment, we are able to recycle and reuse existing pavement materials and produce foamed asphalt and stabilised layers that are placed and compacted using paving technology in a single, continuous operation.

Paver-laid solutions provide improved ride quality, tighter level tolerances, enhanced compaction and superior pavement performance when compared with traditional construction methods. These outcomes are achieved while reducing construction time, minimising traffic disruption and significantly lowering environmental impact through reduced material importation and waste generation.



Concreting, Stormwater and Civil Infrastructure

Our fleet has been configured to ensure we provide quality work in a safe manner

SPA delivers **specialist concreting and associated civil infrastructure works** as standalone services or in conjunction with our pavement construction and rehabilitation projects.

Our concreting capability allows us to provide fully integrated pavement and civil solutions including:

- Stormwater and drainage
- Kerb and channel
- Footpaths, driveways and hardstands
- Medians, pedestrian islands and traffic calming devices
- Pavers and segmented blocks
- Culverts, RCPs and precast cell installation
- Subsurface drainage
- Geofabric installation and rock mattresses
- Gabion basket and slope stability
- Traffic management devices

By self-performing concreting works, SPA improves coordination, quality control and program certainty, reducing interface risks and reliance on multiple contractors. This capability supports efficient project delivery, particularly in urban and brownfield environments, while maintaining a strong focus on safety, durability and workmanship outcomes.



Pavement Recycling and Insitu Stabilisation

Road recycling is a process that has been widely adopted for rehabilitation of road assets throughout the pavement industry for over 60 years. Road recycling is not only a cost effective process but generally offers construction time savings and sustainable solutions.

Environmental benefits of road recycling often include the following aspects:

- Significant reduction in the use of virgin quarry materials
- Minimal generation of construction waste through the reuse of existing insitu material
- Reduced trucking movements as a result of limited importing or exporting of materials from site
- Reduction in emissions, energy use and noise due to less trucking movements and shorter construction duration

With one of the largest fleet of stabilisation plant within Australasia, SPA has the ability to provide road recycling solutions in any project environment or material type. Our engineering staff can assist in developing a suitable investigation and design process to ensure we deliver long term rehabilitation solutions within your assets.

From cement stabilisation in moderately trafficked roads, to the use of foamed bitumen within heavily trafficked pavements, we can provide rehabilitation options for any circumstance. In addition to our passion for recycling pavements, our capability includes conventional road reconstruction through both flexible or bound pavements.

Our engineering knowledge and project management experience gives us flexibility to deliver a diverse range of pavement and surfacing works, in addition to adjoining drainage, footpaths and utilities.

With ability to self perform we also maintain a strong supply chain local to each of our operating regions. This gives us flexibility, cost competitive solutions and ensures we support local businesses.

Road recycling is a cost effective and quick process

Providing a 'one stop shop' for pavement treatment works



Profiling

SPA have a range of profiling resources for road profiling and bulk excavation. With 1 & 2 metre machines available cutting to varying depths to suit the client's needs. With decisive maneuverability, state of the art levelling systems and high production rates, our profiling capability includes providing the following services:

- Premilling of bound materials
- Asphalt removal & key ins
- Bulk excavation of existing pavement
- Cross blending of pavement materials
- Earthworks and sandstone
- Single pass blend and remove
- Box out for kerb and channel including removal of existing concrete

Traffic Management

Although we subcontract the majority of our traffic management needs, we maintain internal capability across a number of our operating regions. The provision of traffic management services provides us with the opportunity to improve site safety for our workers and the travelling public, along with enabling a consistent focus on stakeholder management.

Familiarisation with staging of works and understanding works methodology provides our traffic management services with efficiency advantages that reduces our duration on the road and reduces impacts to motorists.

Our traffic management teams are prequalified and accredited with the NSW RMS Category G Provision of Traffic Control, to provide peace of mind and satisfy compliance requirements.



**Traffic management
improves site safety
for our workers and
the public.**

INTERNAL CAPABILITY

Pavement Recyclers



Pavement Recyclers specialises in providing sustainable road rehabilitation solutions through a completely new and innovative process of recycling and improving up to 100% of the existing road materials. Pavement Recyclers are committed to assisting our clients make the most of valuable existing resources, prevent the disposal of material to landfill, and reducing the carbon footprint when carrying out improvements to the road network.

Supported by its parent company and the 100% Australian-owned, leader and industry innovator in pavement rehabilitation since 1983 – Stabilised Pavements of Australia – Pavement Recyclers offers solutions that are based on extensive engineering expertise, in-depth pavement designs and applications, technology and systems that ensure the highest standards of quality, occupational health, safety and environmental management.

Reuse the existing road material!

Driven by purpose-built machinery recently imported to Australia, Pavement Recyclers reuses up to 100% of the existing road material to deliver Foamed Asphalt pavements. Recycling using Foamed Asphalt is a huge advancement on current conventions, and involves insitu pavement rejuvenation to improve the engineering properties of the existing material combined with single-pass, paver-laid technology.

Faster and stronger as well as cheaper!

The forward-moving construction train delivers unparalleled production rates and technically high performing pavements provided with best value for money and environmental benefits.

Pavement Recyclers specialises in providing sustainable road rehabilitation solutions.

- Range of Cold In-Place Recycling (CIR) Treatments
- Foamed Asphalt Recycling
- Paver Laid
- Forward Moving, Single Pass Train
- Superior Performance
- Environmentally Sustainable
- Recycles and Improves Existing Materials
- Lower Cost Solution

Specialises in providing sustainable road rehabilitation solutions

Pavement Recyclers are making road maintenance more sustainable



**Innovative, fast,
cost effective and
environmentally
sustainable**



Superior Performance and Design

- Technically high performing pavement improvements are based on geotechnical engineering principles
- Quality supported by recent Austroads research projects TT2046 and TT1825
- 3 times less rutting and slower rate of deformation than conventional asphalt pavements
- Outstanding resilience to high pavement temperatures up to 60°C
- Strength modulus in the field continues to increase over time and field results shown to outperform laboratory results and design life expectations



Innovative Construction and Value for Money

- Paver laid foamed asphalt recycled material
- Single pass of construction train
- Forward moving without reversing
- Controlled levels with 80% initial compaction
- Variable recycling widths of 3.2m, 3.5m and 3.8m in addition to paving widths up to 5m
- Unparalleled production rates
- Low cost solution with considerable savings (up to 30-50% compared with conventional asphalt)
- Allows funds to be spread more effectively
- Operations assisted by Trimble Universal Total Station (UTS) technology for accurate and automatic level control



Environmental Sustainability

- Quantitative studies undertaken to measure environmental benefits
- New and improved pavement is made by reusing up to 100% of the existing pavement
- Stops the waste of valuable construction materials going to landfill by over 80%
- Reduces greenhouse gas emissions by over 50%
- Prevents hundreds of heavy truck movements on local roads
- Able to be recycled again, leading to longer term benefits

SP Design



SP Design is SPA's internal pavement engineering consultancy business unit that provides expert pavement engineering advice and solutions to the roading sector. SP Design helps you achieve sustainable, customised and best value for money road design and investigation services.

Pavement Investigations

Pavement condition assessments can be arranged, comprising destructive & non-destructive testing, deflection and curvature evaluation & site inspections for defect mapping.

Stabilisation Mix Designs

A Stabilisation Mix Design provides information to optimise the binder type and application rate based on material properties.

Peer Reviews

Peer reviews are an independent response to an existing technical document prepared by others.

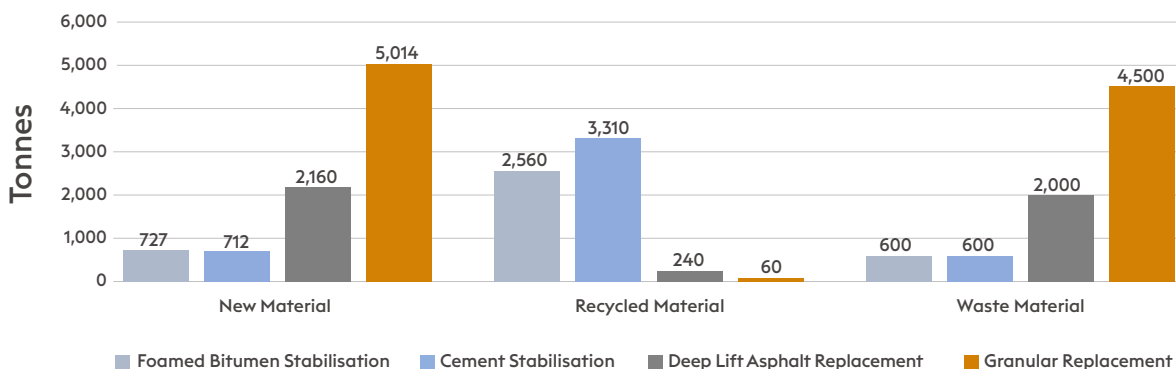
Often that '2nd expert opinion' is all that is required to ensure piece of mind when adopting advice from others.

Environmental Impact Analyses

- Cradle to Grave Greenhouse Gas Emissions (measured in Carbon Dioxide Equivalents).
- Natural Resource Use Quantifications.
- Network Trucking & Construction Activity Comparisons.

SP Design provides tailored pavement investigations and designs

Material Efficiency



SP Design specialises in providing tailored investigation and design services.

- Value for money investigation and design services
- Tailored pavement investigations and designs (using CIRCLY v7.0) by our team of expert civil engineers, all certified by our Technical Manager
- \$10M Professional Indemnity Insurance
- Certified Quality Management System to ISO 9001:2015.

A Pavement Structural Design Can include an Environmental Impact Analysis



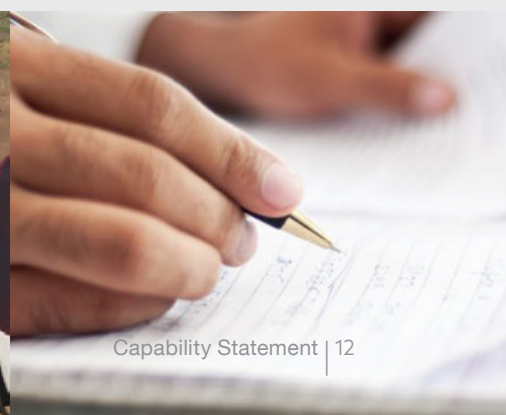
Our Services

- Geotechnical Investigations
- Pavement Structural Designs (all types of flexible pavements)
- Pavement Stabilisation Mix Designs
- Environmental Impact Analysis
- Independent Peer Reviews
- Capital & Whole of Life Cost Analysis
- Construction & Specification Advice
- Defect Mapping



Design Considerations

- Granular Reconstruction
- Granular Overlays
- Asphalt Overlays
- Deep Strength Asphalt
- Modified Stabilisation
- Modified, Lightly Bound & Bound
- Basecourse Stabilisation
- Upside Down Pavements
- Subbase Stabilisation
- Subgrade Replacement
- Subgrade Stabilisation
- Basegrade Stabilisation
- Wearing Course Selection
- Spray Seal Design



SPA SPRAY SEALING

Spray Sealing & Integrated Pavement Solutions

Stabilised Pavements of Australia (SPA) delivers high-quality spray sealing and pavement rehabilitation solutions designed to improve pavement performance, extend asset life and minimise disruption to road users. Our national capability supports local councils, state road authorities, private developers and resource sector clients across Australia.

What sets SPA apart is our ability to deliver spray sealing and pavement stabilisation as a single, integrated service. By combining these disciplines within one coordinated project team, SPA provides clients with a more efficient, lower-risk and higher-productivity delivery model.

Our Spray Sealing Capability

SPA provides a full range of proven spray sealing treatments suitable for regional, rural and metropolitan road networks:

- Single coat seals
- Double/double seals
- Polymer modified binders
- Crumb rubber sealing solutions
- Reseals and programmed maintenance treatments
- Prime and primerseal application

All works are delivered by experienced crews using well-maintained, fit-for-purpose plant to ensure consistency, quality and compliance with relevant specifications.

What sets SPA apart is our ability to deliver spray sealing and pavement stabilisation as a single, integrated service.

All works are delivered by experienced crews using well-maintained, fit-for-purpose plant to ensure consistency, quality and compliance with relevant specifications.

Client Benefits

SPA provides a full range of proven spray sealing treatments suitable for regional, rural and metropolitan road networks:

- **Increased productivity** through optimised work sequencing and reduced downtime between construction activities
- **Reduced traffic disruption** by minimising construction windows, traffic switches and repeat road closures
- **Lower delivery risk** by eliminating scope gaps and contractor interface issues
- **Improved quality outcomes** through tighter control of pavement preparation and seal application timing
- **Faster program completion** enabling earlier reopening of roads to traffic
- **Simplified procurement** and contract management with a single, accountable contractor

This delivery model is particularly effective for local government and state road authority programs where network access, community impact and value for money are critical.

Benefits Of Spray Sealing

- Cost-effective pavement surfacing and protection
- Reliable waterproofing that extends pavement life
- Improved skid resistance and road safety
- Rapid application with minimal disruption to traffic
- Flexible solutions suited to maintenance and rehabilitation programs



INNOVATION

Our drive to be industry leaders has enabled us to contribute to many innovations that have influenced the technology, processes and solutions that are employed throughout industry today.

It is this commitment to developing and improving who we are that enables SPA to position itself as one of the true market leaders in the field of pavement rehabilitation in Australia.

We are able to bring this level of commitment, experience and knowledge to our clients to ensure they are provided with an unrivalled level of service and technical support.

Amongst SPA's many proud achievements towards industry innovation in Australia are:

- Introduction of the Wirtgen W380CR into Australian pavement rehabilitation market through new business unit Pavement Recyclers which produces Foamed Asphalt and provides a paver laid end product.
- Development of mix design procedure for Basegrade stabilisation to enable cost effective solutions for low trafficked roads with insufficient pavement depth.
- Continued to build on our engineering capacity with the development of SP Design to complement our existing construction expertise and provide clients with formal design support for treatment selection and mechanistic pavement design.
- Commenced our My Choice Matters safety improvement program which combines improved consultation and engagement along with empowering all individuals to take ownership over the many choices they make on a daily basis.

Since 1983 SPA has focused on delivering innovative pavement solutions.

SPA has been recognised with multiple achievements towards industry innovation in Australia.

- Industry first development of alternate foaming agent for foamed bitumen to improve safety and quality, including removing product classification of dangerous goods.
- Collaboration with international plant suppliers to develop modification of plant 'after market' to improve plant safety and technical ability including:
 - Fit for purpose water systems to ensure accurate addition of moisture and homogenous mixing
 - Improved mixing rotor configuration and ground engaging tool design to improve rotor durability and mix quality
 - Easy access foamed bitumen test point
- Playing a significant role in the development and delivery of industry education programs through CPEE/Auststab and contributions to industry bodies such as ARRB and IPWEA.
- Being at the forefront in the formulation of specifications and technical documents.
- Helping found and develop the Australian Stabilisation Industry Association (AustStab) which is now known and the Pavement Recycling and Insitu Stabilisation Association.
- Being intimately involved in the introduction of various blended cements and designer blend additives such as fly ash blends and slag/lime.
- Reintroducing Foamed Bitumen Stabilisation to the Australian market in late 1990's.
- Being the first to introduce many significant new developments in mixing machines, not only the CMI RS500's, but also the CMI RS650's and the Wirtgen WR2500's.
- Pioneering the Deep Lift Stabilisation process, through research with the RTA and also by importing and operating the first large reclaimer/stabilisers (CMI RS500 Reclaimers) on these projects.

SPA is the first to introduce many significant new developments in mixing machines



SUSTAINABILITY

In situ Stabilisation techniques demonstrate the biggest recycling and sustainability impact in road infrastructure and earthworks through simply reusing existing materials.

Did you know? 'In situ' stabilisation carries the added benefit of undertaking treatment on site, expediting construction time, minimising or avoiding excavation, and reducing heavy truck movements to and from site.

The process involves the introduction of small quantities of binders/additives to existing road or earthwork materials with the purpose of improving the engineering characteristics, resulting in improved and more resilient assets.

In situ stabilisation and pavement recycling is traditionally preferred amongst infrastructure managers due to competitive direct costs and fast construction methods. The environmental and social benefits of pavement recycling remain an important aspect and are being increasingly recognised by the public works sector and the community in general.

Stabilised Pavements of Australia has founded success as a business through its core service of in situ stabilisation and pavement recycling. We are passionate about our pavement recycling services and the genuine sustainability benefits for the communities we live in.

We are passionate about our pavement recycling services and the genuine sustainability benefits



Achieving Sustainability Targets

Are you being driven by Net Zero 2050, Circular Economy or Sustainability objectives and targets?

Beyond direct insitu stabilisation and road rehabilitation services, Stabilised Pavements of Australia are committed to going the extra mile with helping clients maximise sustainable outcomes.

The solutions we provide can assist with achieving targets on the following outcomes in comparison to existing practice:



Recycle up to 100% of the existing asset as all the materials needed for a new road are already there.



Preserve finite and natural resources.



Stop the waste of valuable materials into landfill.



Reduce greenhouse gas emissions by over 50%.



Quick construction as road recycling all happens 'insitu' (on site).



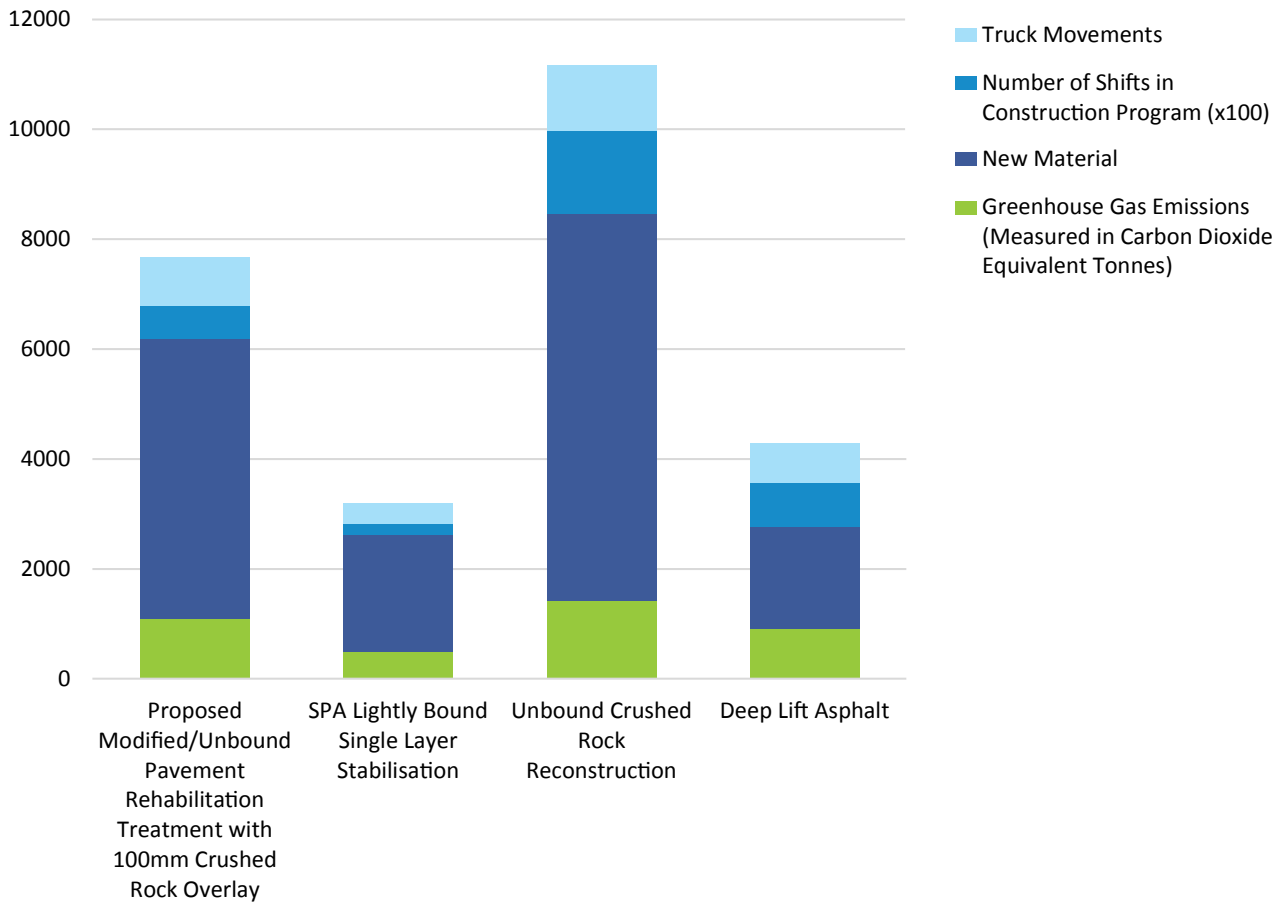
Significantly reduce truck movements on local roads.



Allow more roads to be upgraded on the same budget due to our cost effective solutions and program packages.



Example Sustainability Analysis Summary





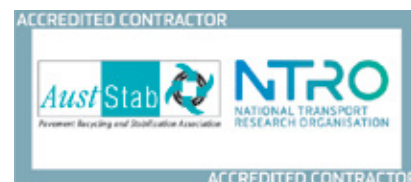
HEALTH, SAFETY, ENVIRONMENT AND QUALITY

As a market leader, SPA operates under a Quality Management System accredited to ISO 9001, an Environmental Management System accredited to ISO 14001 and a Work Health & Safety Management System accredited to ISO 45001.

Stabilised Pavements of Australia maintain R3B1F75 prequalification under the Austroads national prequalification system and are an ARRB/AustStab accredited contractor.

Our management systems have developed to not only focus on our compliance obligations, but to also ensure we provide value internally, and to our clients, as well as striving to continually improve how we perform as a business.

SPA is committed to ensuring that we provide a safe workplace for all employees, subcontractors, visitors and the general public through encouraging a zero harm environment.



Safety Objectives

- Fundamentals are Clear
- Effective Pre Starts
- Positive Leadership
- Proactive Culture
- Engaged Staff
- Sustainable Systems
- Continuous Improvement

MY CHOICE MATTERS

Our My Choice Matters safety program has been running since 2017 and we continue to build on the opportunity for ongoing improvement. As a business we work to provide safe systems, the right resources and opportunities for education on key safety procedures. In addition, we encourage everyone to consider their choices and safety behaviours.

Making safe choices assists us in ensuring a safe workplace for our teams, suppliers and our stakeholders.



COMMUNITY ENGAGEMENT

With a local presence throughout Australia and in conjunction with the geographical footprint over which we service our clients and deliver our projects, we maintain a connection with local community that embodies SPA.

Our procurement is driven by local participation and working as a team with our local suppliers is who we are, and how our business model has always operated.

The opportunities we are afforded throughout urban, regional and rural communities enable us to support a diverse cross section of organisations and initiatives. This can range from donations, sponsorship, in kind contribution or participation.

Indigenous Participation

SPA is committed to providing opportunities for indigenous people, including Aboriginal and Torres Strait Islander persons, through direct employment and procurement opportunities.

This commitment is demonstrated by having a targeted approach to improving indigenous participation outcomes at SPA, and by understanding our performance obligations to community and clients regarding indigenous participation.

SPA is committed to promotion of the following principles:

- Providing Indigenous people with access to employment and career development opportunities at SPA through processes which encourage Indigenous employees
- Respecting and learning about Indigenous culture and people, and the importance of indigenous participation in achieving the company goals and objectives
- Actively engaging and procuring the goods and services of indigenous businesses for SPA facilities and projects
- Forming long-term relationships with indigenous communities and businesses
- Recognising the rights of indigenous employees and suppliers to be provided a workplace that is culturally safe and is free of harm

Diversity

SPA are committed to being an inclusive employer that values and promotes diversity. In our workplace, diversity encompasses gender, ethnicity, race, age, physical ability, mental ability, religious beliefs, along with work and life experiences. We believe that encouraging and promoting diversity provides us with an opportunity to attract people with ideal capability and attributes to develop a team that will ultimately deliver outcomes consistent with our client requirements.

An inclusive workplace promotes diversity and encourages innovation with the opportunity to develop change within existing thought, process and outcomes.

OUR CAREER PATHWAYS AT SPA

At Stabilised Pavements of Australia (SPA), we are committed to building long-term careers for our people. Our **Road to Success (RTS) Career Pathways** provide a clearly mapped progression from junior entry-level positions right through to executive leadership roles. These pathways are introduced as part of the Successful Start Induction and are supported by SPA's Learning & Development Framework, ensuring development is structured, practical, and achievable.

Our five core career pathways include:


- Operational Pathway
- Senior Operational Pathway
- Workshop Pathway
- Management Pathway
- Operational Support Pathway

Each pathway is designed to support skill development, formal training, and on-the-job learning, with clear role expectations and progression criteria aligned to SPA's competency standards.

What is the Road to Success Pathway?

The Road to Success (RTS) Pathway is SPA's structured career development framework. It supports employees across all departments by outlining the learning and capability journey from entry-level roles to leadership.

Each pathway is mapped and aligned with our SPA Workforce Competency Matrix, which defines the technical and behavioural competencies needed to progress and succeed in each role. The RTS Pathway ensures that employees can see a clear future at SPA whether that means becoming a multi-skilled operator, a site supervisor, or moving into senior management.



Each pathway is designed to support skill development, formal training, and on-the-job learning

Successful Start Induction

From day one, new employees participate in the Successful Start onboarding program which provides an essential introduction to SPA's safety-first culture, systems, and operational expectations. This structured induction lays the groundwork for career development and long-term success within the RTS Pathway.

Successful Start includes:

- Induction to SPA systems and safety expectations
- Site familiarisation and buddy assignments
- Overview of the RTS Pathway and career development options

Achieve & Develop Program

Following Successful Start, employees are supported through our annual Achieve & Develop Program which is a collaborative development planning process designed to promote a growth mindset and develop the individual. This initiative encourages individuals to take ownership of their development, with structured guidance and feedback from managers and trainers.

It supports:

- Personalised goal setting and progress tracking
- Reflection and review conversations
- Identifying upskilling or career advancement opportunities

Trainer Support

What makes SPA unique is our investment in people. Every employee on the RTS pathway is supported by dedicated internal Trainers who provide structured one-on-one coaching across all levels.

All SPA Trainers are qualified Trainer and Assessors, holding the necessary credentials to assess Nationally accredited Units of Competency. This ensures that the training provided is not only practical and industry-relevant but also nationally recognised.

Whether you're a new Trainee or an emerging leader, our team is here to guide your development every step of the way.

Training, Licensing & Support

As part of your RTS journey, you'll have access to:

- Accredited qualifications and nationally recognised units of competency
- Machine inductions and Verification of Competency (VOC) assessment
- Mentoring, buddy systems, and on-the-job coaching
- Licence upgrades where required to support multiskilling
- Access to SPA's online learning system (ELMO) for progress tracking

Why Choose a Career with SPA?

- Join Australia's leading road stabilisation company
- Work on infrastructure projects that make a difference
- Access structured learning and genuine career growth
- Be supported by a culture that values safety, innovation, and people



CONTACT



info@stabilis.com.au



stabilisedpavements.com.au







**STABILISED
PAVEMENTS
OF AUSTRALIA**
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