



CAPABILITY STATEMENT

4t CONSULTANTS PTY LTD

COMPANY OVERVIEW

4T Consultants Pty Ltd is an Environmental Services company based in Emerald, Queensland.

We recognise that, in order to exist on this planet we must utilise our natural resources – our soil, air, water and minerals. We also recognise that we must share these resources with future generations.

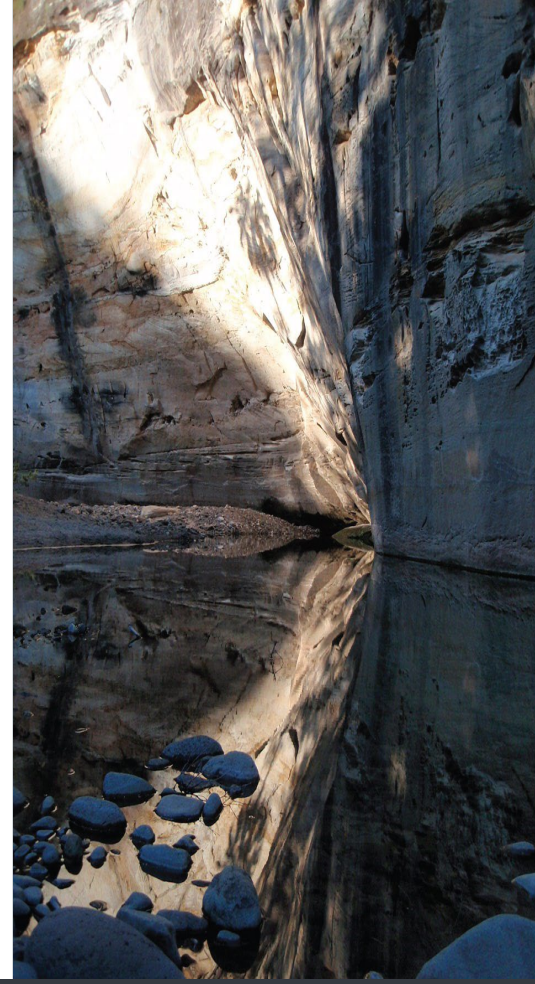
We believe that every person or organization that is responsible for using our natural resources to obtain production has the right to do so.

BUT ONLY WITH GOOD STEWARDSHIP

That good stewardship endows the trust and respect that some call Social License. Our mission is to help our clients obtain economic production from our natural resources with the least environmental disruption we can manage. Our part is to provide the managers of our air, soil, water and minerals with accurate and reliable data and information, by always working to the highest standards of scientific and ethical integrity.

Only data and information of this quality will allow those managers to make their important production and planning decisions with confidence. Everything we deliver to our clients must be accurate, replicable and reliable. This is the focus of our work, and the commitment we bring to those who work with us.

Over 24 years of serving communities, industry, all levels of government, agribusiness and the resources industry, we have earned our reputation for providing a reliable, safe and efficient service.



4T CONSULTANTS PTY LTD

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How 4t Works

WHAT WE PROMISE OUR CLIENTS

Over 24 years, 4t has committed to achieving 3 important outcomes for our clients:

DATA INTEGRITY At the heart of 4t's operations is our commitment to scientific field monitoring standards. It is our firm belief that if field monitoring and sample management are not carried out correctly, with every sample replicable, the entire decision-making process following the sampling event is compromised. We ensure clients receive reliable results and reports they can depend on to make the best decisions.

EXEMPLARY COMPLIANCE A simple term, with a big meaning for 4t. Our client's reputations rely on it. The quality of the decisions that need to be made by our clients are directly proportional to the quality of the data collected. You must be confident that your current and future operations are completely compliant with both the law and community expectations.

SAFETY & EFFICIENCY Contractor management is always an issue for clients. 4t has an excellent safety record of 0 LITs over 24 years, has never caused an interruption to client operations, or created an incident. Our documented systems make field work efficient and reliable.

If we say we will do something, we will do it.

Our strategic location allows quick access to the Bowen and Galilee Basins of Queensland, while being able to competitively mobilise North, East, South and West.

SUPPORTING LOCALS

4T Consultants and Personnel are active members of the local community, supporting:

Emerald Tigers Ladies Rugby
League Team 2014 Sponsor

Dan's Fast Run 2012
Raising money for Stroke Research

Emerald Karate Club Inc.
Sponsor 2015 - 2016

CH Wildlife Carers 2018.
Sponsor 2016 - 2021

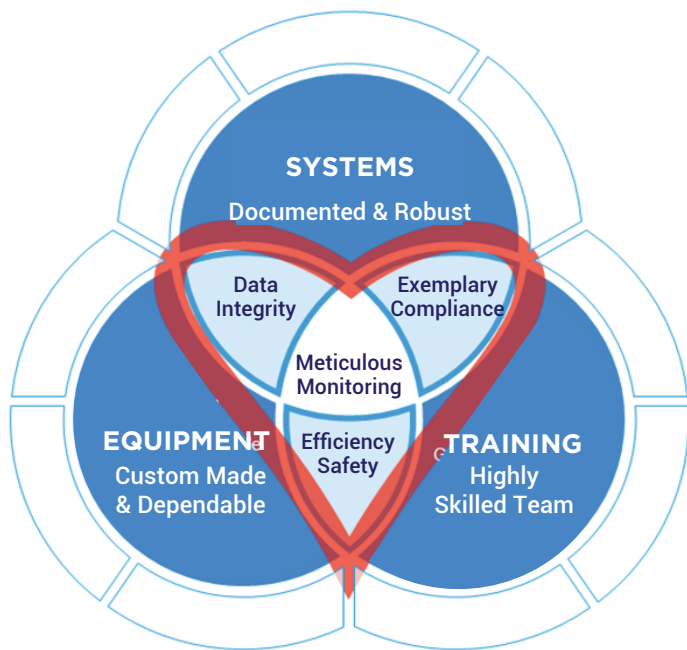
Bula Boys, Emerald
Soccer Team 2021 - Sponsor

CH Science Centre
Monetary Program & Support

Mallo's Ride for Cancer
Sponsor 2015

4t's Directors and staff are active in many local groups & charities.





4t Framework

3 LEVERS TO SUCCESS

At the centre of our framework is the client, and our promise of meticulous monitoring and support. Around that promise are the three important outcomes that we deliver.

There are three levers that we use to achieve those outcomes.

SYSTEMS

We have robust, documented systems about how we do everything. The only way to continually provide a quality product is to have strong, implemented and controlled business systems.

EQUIPMENT

Our equipment is not rented and unreliable. We have worked for years to design and find custom and dependable equipment that exceeds standards.

TRAINING

We don't just grab a graduate. We spend a lot of time and effort to achieve a highly skilled team that works together.

For each of those levers there's a few things we do - these are our 'accelerators'. They make the levers even more effective.

PARTNERSHIPS

Our team is here to be your partner in environmental management.



HOW-TO-FRAMEWORK

To achieve these outcomes, we developed a practical, logical 'how-to' framework that takes our clients through the process of becoming a valued and trusted user of our natural resources, whatever they may be.



4t Capacity



AUTOMATIC MONITORING EQUIPMENT

Water Quality Telemetry Weather Stations
Dust Stream Loggers Noise
Drone Imagery Depth Loggers

Automatic Monitoring Stations.

DATA MANAGEMENT & REPORTING

Environmental Database
Automatic Compliance Reporting for Routine Monitoring
REMP, EA and EIS Reports
Data Visualisation

MONITORING & INVESTIGATIONS

Surface Water | Groundwater | Spray Drift Investigations
Potable Water | Aquatic Invertebrates
Air Quality | Noise
Contaminated Land Investigations
Soil & Sediment

PARTNERSHIPS

4T Consultants have aligned our company with highly recognised consultants to provide specialist services:

Soil Science Vegetation Management
Site Rehabilitation Groundwater Studies
Landfill Management

TRAINING PROGRAMS

Surface Water Sampling
Landfill Management
Groundwater

CONTINUOUS LEARNING

It is a KPI for our people that they engage in continuous learning. This includes both internal training and skills training from external providers, with a wide availability of topics. All field personnel meet the criteria for competency as outlined in the DERM Monitoring and Sampling Manual (2018) and AS/NZ Standards. At a minimum, all field personnel have generic black coal inductions, supervisor qualifications and are trained in First Aid.

WATER & SOIL

Surface Water Monitoring is completed in accordance with

Monitoring & Sampling
2018 DERM

AS/NZ 5667.1:1998
AS/NZ 5667.4:1998
AS/NZ 5667.6:1998

GROUNDWATER MONITORING

Groundwater Monitoring is completed in accordance with

Monitoring & Sampling
2018 DERM

AS/NZ 5667.1:1998
AS/NZ 5667.4:1998
AS/NZ 5667.11:1998

Technical Guidance on Low-Flow Purging, Sampling, and Minimum-Purge Sampling
Second Edition, Nielsen D 2002



Team Experience



A GREAT TEAM

It's easy to employ a scientist. But it is not so easy to hire the right person. We do everything we can to find the right people, then ensure they have the practical skills our clients need.

Internal Competency Standards A University degree does not make someone "trained and competent". Field techniques and technical equipment knowledge are rarely taught. 4t has created our own internal competency standards that are assessed by a senior environmental scientist.

Supportive Mentoring We help each person reach those competency standards through supportive mentoring. They will be working with a senior for three months or even more before they are allowed to work solo on a client's site.

Our team members hold qualifications and training in:

Aquatic Vertebrate Sampling AusRIVAS
Environmental Auditing | Soil Science | Erosion and Sediment Control
Hydrology | Hydrography | Potable Water
Contaminated Land Investigations | Solid Waste | Landfill Management
Cultural Heritage Protection
Data Visualisation | Data Science | Environmental Health
Campbell Scientific Equipment
Certified Practising Agriculturalist
Geology | Zoology

INDUSTRY ASSOCIATIONS

ARROW ENERGY and 4t worked collaboratively to devise more efficient, less costly, and environmentally sustainable methods for the removal and re-use of drilling water. The methods implemented resulted in significant cost savings for Arrow Energy.

ENSHAM RESOURCES worked with 4t when facing the unique challenge of flooded mine pits following the 2008 floods. 4t worked closely with Ensham to provide local knowledge and expertise, assisting Ensham to recover from a high-loss, high-risk environmental incident.



PROJECTS - CLIENTS

BHP

Rio Tinto

Stanwell Corporation

Barcaldine Regional Council

Central Highlands Regional Council

CQ Compost

Fitzroy Basin Association

Terracom Resources

Cowal Agriculture

Ensham Resources

Arrow Energy

Sojitz

Bravus Resources

Glencore

Peabody

Vale

Baralaba Coal | Anglo American

QGC | Hancock Coal

Aquila Resources

New Hope Coal

INDUSTRY ASSOCIATIONS

4t staff are Members of the Professional Associations:

Environment Institute of Australia and New Zealand;

Australian Land & Groundwater Association;

AG Institute;

Central Highlands Cotton Growers & Irrigators Association;

The Incorporated Society of Planters;

Australian Hydrographers Association

NRM Board Member

Water Quality Steering Committees
Lawmac.



4t Equipment

FIELD WORK IS OUR FORTE!

4T uses only modern, well-maintained equipment that is calibrated and serviced correctly and regularly.

We own all our equipment and it is maintained fastidiously.

We use our equipment constantly. All our equipment is fit for purpose, well-maintained, calibrated and reliable.

This eliminates delays due to failure or downtime.

Our groundwater pumps have completed many thousands of samples **without a single interruption to a sampling schedule.**

This level of reliability is not possible with rental equipment or alternative equipment (which 4t has previously field tested).

Because we do so much field work, all employees are trained in maintenance and calibration of all equipment. This results in **no interruption to sampling schedules due to equipment breakdown.**

4t carry spares and back up equipment to **avoid work delays.** We have a field trailer that allows us to mobilise for several weeks without having to remobilise.

Our Groundwater Pumps have been developed over a long period of time and are **manufactured exclusively for 4t Consultants.** This also assists local businesses to develop and retain skills.

Groundwater pumps are solar-powered, removing the need for petrol or diesel pumps on site and **eliminating any possible contamination** from engine fuels. They are also much safer.

All 4t field team members are trained and able to calibrate and undertake basic maintenance on all field equipment. This ensures that **monitoring programs remain on schedule.**

Field vehicles are fitted with a custom-made canopy that secures all equipment neatly and safely. The canopies are ergonomically fitted out to **prevent injury** and assist our field officers to work efficiently.

The canopy doors are insulated to provide **sun and heat protection** for field teams. This is an important consideration when daytime temperatures can exceed 40 degrees in Summer.

HEAVY-DUTY EQUIPMENT

4t have super-heavy duty Groundwater Equipment that can get to the screen every-time.

We have never had a bore beat us yet!



Automatic Monitoring Station

Current & Recent Projects



HOW 4t HELP

Groundwater monitoring
Baseline Groundwater Survey
Surface Water Monitoring (Routine and Release Events)
Aquatic Vertebrate Monitoring for REMP
Spray Drift Investigation
Baseline Soil Survey
Contaminated Land Investigation
Potable Water Sampling
Automatic Water Monitoring Station Design & Install
Landfill Design
Landfill Management Plan
REMP Design
Soil Salinity Investigation
Unplanned Water Release Reports
Storm-water Management Plans
International (Vanuatu) Septage Treatment Facility -
Groundwater Investigation Project

WHY CHOOSE 4t?

The 4t team does not aspire to be a full-suite, everything-to-everybody consultancy. We have **chosen our niche**, honed our skills and methodologies, trained our team, and do those things very, very well.

We're here to **make a difference**. We want to make a positive contribution to natural resource management, not simply win and do a job.

We are committed to **good science**. Our commitment is to deliver accurate data and information into the hands of those in charge of environmental hazards so they can make their decisions with confidence.

INSURANCE

4T maintains all appropriate insurances for equipment and vehicles.

PROJECT SIZE

4t is capable of undertaking individual projects up to \$2.0m per annum.

CLIENT TESTIMONIALS

In a recent customer survey clients told us what they liked most about our services ...

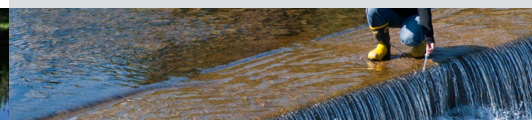
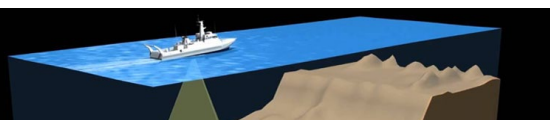
"4t were able to accommodate our urgent time-lines, and still deliver a quality product".

"Thanks for the report, it was exactly what we were after. Also, thank you for coming to site with such short notice on Christmas Eve to try to resolve our issues. Flexible and cooperative, nothing is ever a drama. 4t are cooperative and provide high quality work in a timely and safe manner. It is obvious there is pride in the work they can (and do) achieve".

"Thank you Ian. I really appreciate all you guys have done to help us on this matter, not to mention the professional service on the water monitoring program".

"The experiences I have had with 4t, Bronwyn, Ian and their team on various projects, continues to set them apart, far beyond the general crowd of environmental consultants and field operations".

"4t are very professional and friendly consultants who demonstrate a commitment to safety. 4t have also again demonstrated their commitment to ensuring monitoring and reporting commitments are met".



Management Systems



FIELD TESTED

Our operational systems are **practical and field-tested**. We are not just doing things because that's the way everyone else does it. Our methods work in our conditions.

Our systems are all **best practice**. We follow all the laws, guidelines, and appropriate standards.

Our systems are **implemented and controlled**. It's no use having systems if they're not being used by everybody, every single day, and being adjusted as necessary

TKO SYSTEM

4T maintain an electronic employee information system (TKO™ Transform Business Systems), containing all Company Policies, Procedures and other relevant data and information. TKO has full document control and versioning capabilities, designed for ISO9001 compliance.

TKO contains our: Operating Procedures; Quality Management System; Environmental Management System; Business Planning & Operations; Human Resources Management Systems.

HEALTH, SAFETY & ENVIRONMENT (HSE) RISK MANAGEMENT

All 4t Vehicles have mobile radios, and all employees are issued with mobile phones.

Satellite Tracking devices or Satellite phones are used in remote areas.

Safety checks are carried out with other team members at 3 hourly intervals (2 during very hot weather), when 4T employees are working remotely.

At all our sites, 4T is currently safely meeting, or exceeding all the KPI's for environmental services. 4T has not sustained a LTI injury in over 24 years, and we are totally committed to maintaining our record.

QUALITY

Everyone shares our commitment to excellence in all aspects of our business and contributes to the continual development of our systems.

To provide additional value to our clients 4T operates a very flat management structure. As a result, improvements can be achieved in short time frames. We don't have to seek permission from Head Office to make a change that is needed by our clients.

CLIENT SERVICE & RAPID RESPONSE

As a regionally based company employing local staff, 4t is able to provide a high level of service flexibility. This becomes particularly valuable to our clients during rain events, where 4t staff can mobilise rapidly to meet legislative monitoring requirements.

We have team members located in Emerald, Blackwater, Rockhampton and the Sunshine Coast.

