



4 T CONSULTANTS PTY LTD

CAPABILITY STATEMENT

Because the Environment deserves more than a 'Tick & Flick'

1997

Established in Emerald, Queensland

29+

Years of field monitoring experience

0

Lost time to date

67

Net Promoter Score (50+ is World Class)

COMPANY OVERVIEW

4 T 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 29 years of serving communities, industry, all levels of government, agribusiness and the resources industry, experience, we have earned our reputation for providing a reliable, safe and efficient service.

GOOD SCIENCE

A simple term with a big meaning for 4t. The quality of the decisions that need to be made by our clients are directly linked to the quality of the data collected. Environmental security is too important for anything less. Essentially, good science is both our purpose and our passion.

SECTORS WE SERVICE

4t provide assistance to companies requiring accurate, reliable data – serving agriculture, mining, oil, gas, government and industrial sectors.

4 T CONSULTANTS PTY LTD

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WHO WE ARE

4t started in 1997 with a 4WD, a map, and a commitment to good science.



1997

4t is established, and wins first contract writing 4 manuals on BMP in Agriculture.

1997–2002

Ian tours SE Asia training on BMP in the Plantation Industries.

1999

4t secures the Integrated Area Wide Management project.

2008

1st coal mine contract – Rio Tinto.

2011

First Oil & Gas contract – Arrow Energy. Ensham flooded mine pit recovery.

2013

Middlemount Flood Emergency. 1st Business Awards.

2018

Global outreach: Groundwater Project in Vanuatu.

2019

Professional Services Award. Inducted into the Hall of Fame.

2020

EDMS Project, Data Visualisation.

2024–26

ABA100 Sustainability winner 2024 & 2025. IBA Gold Winner 2026.

OUR PURPOSE

Our Purpose is achieving sustainability of our natural resources – meeting mankind's needs without compromising the ability of future generations to meet their own needs.

We support the managers of our natural resources who are responsible for sustainability: Miners, Farmers, Government Utilities, Business Owners. To do this we use our Assets: Equipment, Training & Mentorship, & Quality Systems.

OUR VISION

Our Vision is that Environmental Monitoring and Management will be an integral part of all production and planning decisions, across all areas of life. Good science is essential in order to achieve this vision.

For too long, environmental monitoring and management has been seen as simply an obstacle to production – an unwanted cost. We do not subscribe to this paradigm.

OUR MISSION

Our part in that Vision, and our Mission, is to provide the managers of our natural resources with accurate, reliable data, information and knowledge so they can make sound environmental decisions.

HOW 4t BEGAN

Ian Rankine and Bronwyn Reid started 4t in 1997. Ian and Bronwyn's vision was to assist their clients to obtain economic and sustainable production from natural resources – soil, water, air, minerals and with the least environmental damage possible.

In the beginning, 4t was formed to continue our work in developing countries, promoting Best Management Practices for long-term sustainable production in natural resource management, plantation and tropical agricultural crops – well into the future.

In 1997, 4t started out with a 4WD, a map, a suite of data collecting equipment and a clear objective to deliver reliable, accurate data and information into the hands of those in charge of environmental hazards.

Our team and resources have flourished into a multi-award winning business. This was accomplished through our efforts and commitment to regional, rural and remote areas where the local economy is dominated by large and often multi-national companies. Our philosophy of Good Science began, and has continued to grow, over the decades.

Over the years 4t have secured contracts at all levels of Government, agribusiness, mining, resources sectors and general industry.

INTEGRATED AREA WIDE MANAGEMENT PROJECT

One of our first projects in Australia was a major, multi-year project in partnership with the State and Federal Governments – the Integrated Area Wide Management Project.

The core IAWM Project aim was to ensure that reliable data is available to all stakeholders in a major river catchment, so that informed decisions can be made about environmental and sustainability issues and strategies.

The extensive reach of the IAWM Projects throughout Queensland led to 4t being requested to monitor landholder environmental and sustainability impacts, so the practices could be improved over time. This work led to further contracts with resources companies as that industry increased its footprint across Queensland.

STRETCH PROJECTS

Every year we make an effort to find one project that really stretches us! A project where we will learn new skills and expand our knowledge base.

- Characterisation of drill muds
- Development of drone surface water sampling for remote locations
- Flood Modelling
- Improved sampling equipment
- Irrigation Model
- Landfill studies
- Salinity Plume and Movement study
- Solar powered pump rigs
- Stygofauna study and sampling
- Technical support – eg empty a mine-pit full of floodwater
- Vanuatu Groundwater study

THE VALUES WE LIVE BY

Trustworthiness. We are 100% accountable for everything we do. We do our work with honesty, reliability, and fairness. We do what we say we will do.

Making a Difference. We will always leave behind some good wherever we work – actively contributing to our community and future generations.

Efficiency. All our work is undertaken in the most effective and efficient manner. We always aim for absolute accuracy the first time.

Integrity. We will make ethical choices regardless of convenience, profit, or personal benefit. We do the right thing when no one is watching.

Expertise. We advance our scientific knowledge and experience by continually improving our services, helping clients see the 'big picture'.

CAPABILITIES

Data integrity, exemplary compliance, and safety and efficiency – the three outcomes we deliver for every client.



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.

THE WAY 4t WORK

Over 29 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.

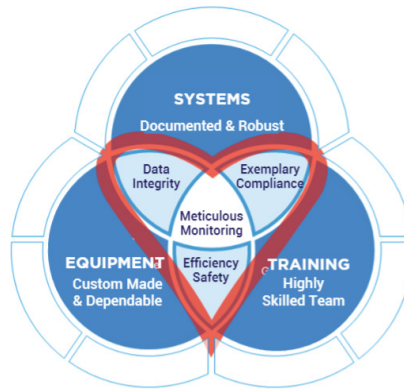
Exemplary compliance. A simple term, with a big meaning for 4t. Our client's reputations rely on it. The quality of the decisions that need to be made by our clients are directly proportional to the quality of the data collected. You must be confident that your current and future operations are completely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

Safety and Efficiency. Contractor management is always an issue for clients. 4t has an excellent safety record of zero lost time to date, 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!

PARTNERSHIPS

We have aligned our company with highly recognised consultants to provide specialist services for soil science, vegetation management, site rehabilitation, groundwater studies, water management and landfill management.



HOW-TO-FRAMEWORK

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 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.

BEST FIT

Our Consultants work closely with clients to identify best fit 'Environmental and Cost Management' solutions for environmental monitoring and management.

4t provide an end-to-end service, covering pre-project work through to full scale operations in a range of industries and ventures.

Our qualified field personnel are able to assess the on-ground situation at all times, and discuss sampling and other issues with on-site environmental officers, as they arise.

DATA MANAGEMENT, REPORTING & COMPLIANCE

- Automatic Compliance Reporting for routine monitoring
- Compliance Reporting – REMP, EA and EIS
- Compliance reviews
- Data Management and Interpretation
- Data Visualisation and Reporting utilising PowerBi
- Environmental Database (EDMS)
- Environmental Risk Assessment
- Regulatory Reports – MCU, RAL and SCL Applications

MONITORING & INVESTIGATIONS

- Air quality and dust monitoring and modelling
- Blast and vibration monitoring
- Contaminated land investigations
- Environmental management and legislation advice
- Groundwater mapping
- Groundwater monitoring and analysis including stygofauna assessments
- Noise and light monitoring
- Soil & sediment sampling
- Soil mapping, testing and baseline studies
- Spray drift investigations
- Strategic cropping land (SCL) and Material change of use (MCU) assessments
- Stream gauging and water storage profiling
- Surface water monitoring and analysis including REMP and Macro-invertebrates
- Sustainability monitoring, assessments and audits
- Waste management

TRAINING PROGRAMS

4t has developed training courses covering the below fields.

- Getting to Know Your Groundwater
- Micro Credentials 1 - Environmental Sampling Foundations Skills
- Micro Credentials 2 - Environmental Sampling Extension Skills
- Surface Water Sampling AHCLPW313
- Waste and Environmental Management

Our courses are available as online, or in person training. Contact us for more information.

CAPACITY & EQUIPMENT

Field work is our forte. We own, build and maintain the equipment that gets the job done.



FIELD WORK IS OUR FORTE!

4t has designed and built custom groundwater monitoring equipment to suit Central Queensland conditions.

We own all our equipment - it is modern, well-maintained, calibrated and serviced regularly.

MAINTAINED EQUIPMENT

We use our equipment constantly and it is important that all equipment is fit for purpose 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.

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.

4t vehicles are utilising Starlink for connectivity in remote locations.

AUTOMATIC MONITORING EQUIPMENT

- Depth Loggers
- Drone Imagery
- Dust
- Monitoring Stations
- Stream Logger
- Telemetry
- Vibration
- Water Quality
- Weather

BIOLOGICAL MONITORING

Macroinvertebrate sampling according to AusRivas methodology.

Stygofauna sampling according to Guideline for the Environmental Assessment of Subterranean Aquatic Fauna (DSITI), and Environmental Protection (Water) Policy 2009 – Monitoring and Sampling Manual: Biological assessment (DES, 2018).

SURFACE WATER MONITORING

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

GROUNDWATER 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!

AIR QUALITY

Our customised environmental monitoring equipment includes easy-to-install automated air quality monitoring equipment, weather stations and depositional dust gauges.

Dust depositional monitoring and sampling meets AS/NZS 3580.10.1:2003 requirements. Air quality monitoring is carried in accordance with AS/NZS 3580.

HYDROGRAPHY

4t uses several methods to gauge streams, dependant upon the situation:

- Land survey hydrographic methods
- Larger acoustic Doppler units (e.g. Sontek M9) and floating platforms
- Small scale acoustic doppler units (e.g. Flowtracker™)
- Specialised sonar equipment for very deep waterways and storages

4t uses a Sontek River Surveyor for small-scale stream gauging and water storage profiling.



EQUIPMENT SUPPLY & HIRE

Whether the equipment needed is for a permanent, remote installation, or simply some one-off sampling, 4t is able to supply or rent the correct tools.

We have partnered with established equipment supply and servicing companies that specialise in the sales and rental of high quality environmental monitoring, sampling, remediation and telemetry equipment.

4t can also provide cleaning, calibration and servicing of all equipment to ensure that your testing meets compliance requirements.

PEOPLE & SYSTEMS

It's easy to employ a scientist. It is not so easy to hire the right person.



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.

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.

ADDITIONAL QUALIFICATIONS

Our team members hold additional qualifications and training in:

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

EQUIPMENT, SOFTWARE & SYSTEMS

We have invested heavily in Database Software to assist clients to extract relevant and real-time information from well organised data. EDMS for Environmental Data.

GROUNDWATER PUMPING

Groundwater pumping is done using low flow pumping techniques to ensure a more accurate sample than traditional sampling methods.

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

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 operate a very flat management structure. As a result, implementation of improvements is 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.

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.

HEALTH, SAFETY & ENVIRONMENT (HSE) RISK MANAGEMENT

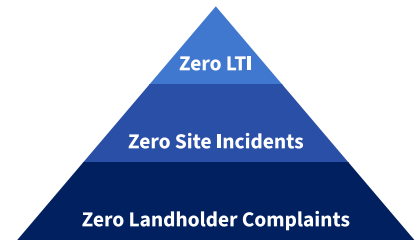
All 4t Vehicles have mobile radios, and all employees are issued with mobile phones.

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

Safety checks are carried out with admin team members every three (3) hours, with increases to every two (2) hours when temperatures are high.

4t field staff comply to all site TARPs and site safety systems.

At all mine sites, 4t is currently safely meeting, or exceeding all the KPI's for environmental services. 4t maintains an excellent safety record of zero lost time to date, and we are totally committed to maintaining our record.



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, Rockhampton and the Sunshine Coast.

SUPPORTING LOCALS

4t Consultants and personnel are active members of the local community, currently or having supported:

- Bula Boys, Emerald Soccer Team Sponsor
- CH Science Centre Monetary Program & Support
- CH Wildlife Carers Sponsor
- Dan's Fast Run – Raising money for Stroke Research
- Emerald Karate Club Inc. Sponsor
- Emerald Tigers Ladies Rugby League Team Sponsor
- Mallo's Ride for Cancer Sponsor

4t's Directors actively select a charity to support each year. Annual gifts to clients are often donations in the name of the client.

PROJECTS & RECOGNITION

Our average client tenure is just over 6 years. We are still a preferred supplier for our first resources industry client, from 2008.



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.

CURRENT & RECENT PROJECTS

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

AWARDS & CERTIFICATIONS

2026	Gold Winner International Business Award
2026	CyberCert Certified Silver Level
2025	Winner ABA100 Business Sustainability
2024	Winner ABA100 Business Sustainability
2024	Finalist Australian Small Business Champion
2024	2024–2025 Great Place to Work Certified
2019	CHDC Business Excellence Award
2019	CHDC Hall of Fame Inductees
2018	Queensland Government 100 Faces of Small Business
2017	CHDC Professional Services Award
2013	CHDC Training Sector Award
2013	QRRRWN Strong Women Leadership

WHAT OUR CLIENTS SAY

"Solutions-oriented approach"

"Work completed was to a high standard"

"Personal Service – Staff went beyond what was asked of them"

"Provision of a reliable and responsive service"

"Very detailed, enlightening and well presented report"

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



CLIENT TESTIMONIAL

"Since 2008, 4t Consultants has been a trusted partner in our environmental monitoring, data management, and reporting efforts. Their impeccable safety record includes zero incidents and no complaints from landholders. They consistently meet or exceed our KPIs, responding swiftly to urgent issues and providing high-quality service. Their technical competency is evident in their accurate and thorough reporting, which aids us significantly in interpreting necessary actions."

4t Consultants' team is always ready to accommodate additional and ad-hoc sampling requirements, even on short notice. Their reliability, responsiveness, and willingness to align their processes with our business needs provide exceptional value. They go above and beyond to ensure our environmental monitoring needs are met, consistently exceeding our expectations."

Kestrel Coal Resources, August 2024

SOME OF OUR CLIENTS

- Anglo American
- Aquila Resources
- Arrow Energy
- Baralaba Coal
- Barcardine Regional Council
- Bravus Resources
- Central Highlands Regional Council
- Cowal Agriculture
- Ensham Resources
- Fitzroy Basin Association
- Glencore
- Isaac Regional Council
- Kestrel Coal Pty Ltd
- New Hope Coal
- Peabody
- QGC | Hancock Coal
- Rio Tinto
- Sojitz
- Stanwell Corporation
- Terracom Resources
- Yancoal

Contact us for more information on how we can work with you to protect our environment now and for the future.

Phone us on **07 4982 4100**, or email to **admin@4t.com.au**

NET PROMOTER SCORE

67

50+ is considered World Class. The market average for Professional Services is 44. Our target NPS is 60.