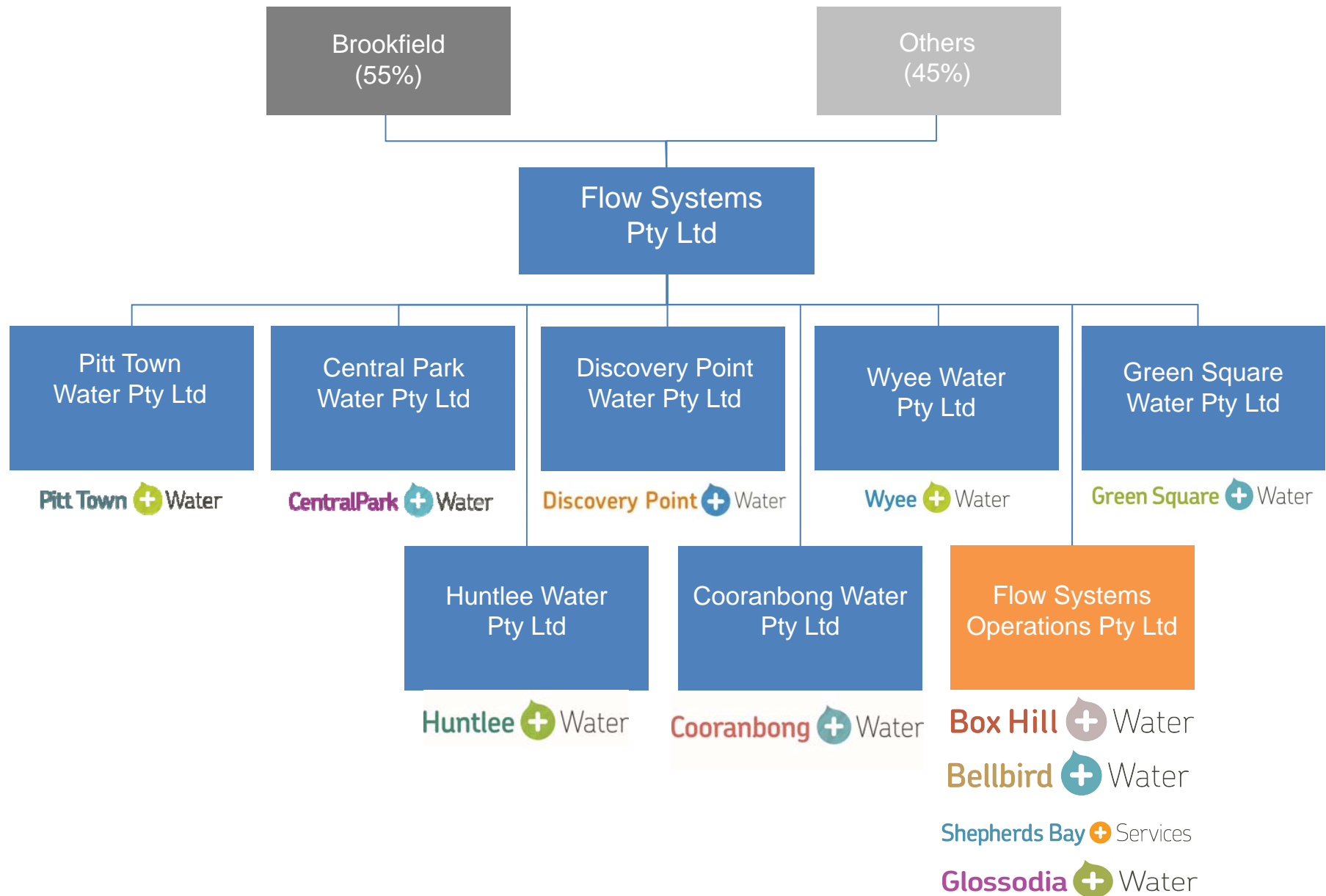




Ownership Structure



Position Description

Position Title	Managing Director/Chief Executive Officer
Reporting to	Board of Directors
Functional team	Executive
Location	Sydney

PURPOSE OF ROLE

The primary purpose of this role is to manage the Flow Systems* Group including its businesses, senior executive staff, and key business relationships to implement the strategies required to achieve the corporate objectives as set out in the Business Plan.

(*to be read as including all Flow Systems' subsidiaries)

KEY RELATIONSHIPS

Direct Reports

- Chief Operating Officer
- Exec Manager Business Development
- Exec Manager Communications & Marketing

Internal stakeholders

- Flow Systems Exec team
- Brookfield Infrastructure
- Board members

External stakeholders

- Clients
- Government
- Regulatory bodies
- Public Utilities
- Regulators (IPART, EPA)
- Key contractors & suppliers

WHS ACCOUNTABILITIES

- Executing a duty of care that ensures the health, wellbeing and safety of self and others at all times
- As a member of the Executive, demonstrating leadership in safe workplace practices consistent with Flow Systems' WHS Policy and Management System procedures
- Proactively identifying unsafe workplace conditions and/or practices and taking preventive and corrective actions as applicable

KEY RESPONSIBILITIES

- Ensure ongoing re-appraisal and updating of Flow Systems' Business Plan and annual budgets
- Provide leadership and direction to the Executive management team to meet the Business Plan targets and objectives
- Review existing corporate policy and develop new policy in conjunction with the Board and in consultation with major stakeholders
- Coordinate and manage key strategic issues related to decentralised utility networks and retail regulation
- Manage the preparation and delivery of reports, consultation papers, guidelines and decisions on matters relating to project origination, network operation and retail businesses

- Plan and implement strategic consultation processes involving key stakeholders such as developers, customers and their representatives, other regulators, government departments and ministers, industry bodies, and other interested parties
- Provide assistance and input into the planning, scoping and management of the work program undertaken by Flow Systems
- Provide support to the Executive team in budgeting, resource and corporate planning and management
- Ensuring the Flow Systems businesses are conducted in accordance with all relevant laws, regulations, and ethical standards and otherwise in line with best market practice
- Represent Flow Systems at meetings of State and Federal development bodies
- Advocate in media and political forums for the efficient use of water through recycled water applications, and the evolution of the private water utility sector in Australia
- Represent Flow Systems on relevant industry associations at board or committee level to determine new initiatives, opportunities, and to enhance the company profile
- Chief spokesperson for the Flow Systems Group
- Increase the profile of Flow Systems by monitoring all opportunities to ensure optimum promotion of the organisation, and represent Flow Systems at a wide variety of events

SKILLS AND EXPERIENCE

- Entrepreneurial, with a vision for the Australian water sector
- Highly developed leadership skills including the ability to maintain positive working relationships
- High-order strategic management skills, together with a proven record of success in the strategic management of other organisations
- Highly developed advocacy, negotiation and stakeholder management skills
- Ability to develop a workplace culture that balances teamwork and independent initiative in a small enterprise environment
- Ability to improve business performance through change management
- Strong skills in troubleshooting, problem-solving, and conflict resolution
- Ability to contribute to a workplace environment that fosters learning, teaching, personal and professional growth, risk-taking, innovation and fun
- Straight forward, self-confident and high self-awareness

KNOWLEDGE AND QUALIFICATIONS

- A strong background and understanding of the water and/or utilities industry
- Highly developed knowledge of the legislative and regulatory frameworks for the water and utilities industries
- At least 15 years' general experience in all aspects of management at a senior level including senior management roles in infrastructure development and delivery projects
- Relevant tertiary qualifications

Position title:	Director Strategy & Business Development
Reporting to:	Chief Executive Officer
Functional team:	Business Development
Location:	Sydney based, with travel to all site locations as required

PURPOSE OF ROLE

The primary purpose of this role is to lead the Company vision and manage the strategy and business development for Flow Systems.

KEY RELATIONSHIPS

Direct reports:

- Executive Manager BD
- BDM x 2
- Commercial Manager
- Energy Commercial Manager

Key internal stakeholders:

- CEO
- COO
- Financial Controller
- Direct of Project Delivery
- Marketing Team
- EM Government Relations & Media
- General Counsel

Key external stakeholders:

- Property Developers
- Government Agencies
- Lobby Groups
- Regulators (e.g. IPART, EPA)

CORE RESPONSIBILITIES, DUTIES AND ACCOUNTABILITIES

- Lead Flow's vision and strategy
- Lead organisation-wide negotiations to support business development and sales initiatives.
- Work regularly with organisational stakeholders to identify go-to-market partnership strategies and source new opportunities with respect to enabling business objectives
- Lead negotiations with a diversity of industry partners and potential clients to execute against the strategic business plan.
- Analyse, prioritise and execute against business development pipeline to support Flow in efficient and effective partnership/client acquisitions.
- Develop and maintain strong relationships with key internal and external stakeholders.
- Build and maintain an engaged and positive relationship with partners and key people in the industry, and develop strong relationships with broader stakeholders in the business community.
- Regularly research and analyse the external environment to understand market dynamics, trends, size, segmentation, customer needs, applicable and emerging content areas and the competitive landscape.

- Anticipate risks and drive risk management with cross-functional team.
- Participate in key conference and trade show opportunities to develop new business, grow industry presence and maintain alignment with existing partners/clients.
- Identify win-win strategies that facilitate success for the business and our partners/clients.

RISK MANAGEMENT AND COMPLIANCE ACCOUNTABILITIES

- Behaving in a professional, careful and conscientious manner that contributes to an effective risk management and compliance culture.
- Compliance at all times with Flow's policies and procedures and with the law.
- Reporting potential and actual compliance breaches and new risks.

WORKPLACE HEALTH & SAFETY (WHS) ACCOUNTABILITIES

- Executing a duty of care that ensures the health, wellbeing and safety of self and others at all times.
- Demonstrating safe workplace practices consistent with Flow's WHS policies and procedures.
- Proactively identifying unsafe workplace conditions and/or practices and taking preventive and corrective actions as applicable.
- Leading contributor to workplace safety improvements, particularly in relation to infrastructure design, construction and commissioning practices.

ENVIRONMENTAL ACCOUNTABILITIES

- Executing a duty of care with regard to the environment
- Demonstrating workplace practices consistent with Flow's environmental and sustainability policies and procedures.

QUALIFICATIONS & EXPERIENCE

Qualifications:

- Relevant tertiary qualifications

Experience:

- Minimum 20 years' experience in a senior business development & strategy role
- At least 20 years' experience in Energy or Water Infrastructure industry
- A strong background and understanding of the water and/or energy utilities sectors.

SKILLS AND PERSONAL ATTRIBUTES

Skills:

- Demonstrated ability to lead a high performing business development team
- Demonstrated ability to develop highly profitable business strategies

Personal Attributes:

- Positive team-orientated attitude, enjoys working collaboratively as well as autonomously.
- Leadership through inspiration
- Engaging manner
- A person who enjoys thinking outside the square and will explore all opportunities to achieve and succeed.
- Straight-forward, self-confident and high self-awareness.
- Ability to contribute to a workplace environment that fosters learning, teaching, personal and professional growth, calculated risk-taking, innovation and fun.
- Appreciation of the flexibility and opportunities offered by an emerging business.

Other relevant requirements:

- Flexibility to travel intrastate and interstate as required from time to time.

Position Description

Position Title	Chief Operating Officer
Reporting to	Managing Director/Chief Executive Officer
Functional team	Executive
Location	Sydney

PURPOSE OF ROLE

The primary purpose of this role is to manage all operational activities of the Flow Systems* Group ensuring the implementation of overall organisational strategy.

(*to be read as including all Flow Systems' subsidiaries)

KEY RELATIONSHIPS

Direct Reports

- Exec Manager Project Delivery
- Exec Manager Utility Ops
- Exec Manager Retail Ops
- Finance Manager
- Chief Technology Officer

Internal stakeholders

- Flow Systems Exec team
- Brookfield Infrastructure
- Board members

External stakeholders

- Clients
- Government
- Regulatory bodies
- Public Utilities
- Regulators (IPART, EPA)
- Key contractors & suppliers

WHS ACCOUNTABILITIES

- Executing a duty of care that ensures the health, wellbeing and safety of self and others at all times
- As a member of the Executive, demonstrating leadership in safe workplace practices consistent with Flow Systems' WHS Policy and Management System procedures
- Proactively identifying unsafe workplace conditions and/or practices and taking preventive and corrective actions as applicable

KEY RESPONSIBILITIES

- Support the MD/CEO with ongoing re-appraisal and updating of Flow Systems' Business Plan and annual budgets
- Providing strategic direction, leading, managing and directing all operational activities of the organisation
- Accountability for the overall profitability of the operational activities of the organisation
- Building and aligning the organisational capability to deliver on the Business Plan strategy
- People development, risk and quality management, and innovation to drive growth
- Ensuring all corporate and business unit strategies and plans are aligned, reviewed and successfully implemented – taking remedial action where necessary
- Building relationships between all business units and ensuring the business units receive

adequate operational support

- Providing support and assistance to the MD/CEO on corporate and group issues where required
- Communicating with the MD/CEO to ensure he/she remains fully informed of all significant operating issues
- Acting, as required or in the absence of the MD/CEO, as the chief spokesperson for the organisation
- Directing and motivating direct reports to achieve agreed targets
- Provide support to the Executive team in budgeting, resource and corporate planning and management
- Ensuring the Flow Systems businesses are conducted in accordance with all relevant laws, regulations, and ethical standards and otherwise in line with best market practice
- Oversight of all regulatory compliance monitoring and reporting associated with the respective group businesses
- Develop and support any business relationships vital to the success of Flow Systems
- Ambassador for maintaining/improving the Flow Systems brand to all stakeholders including clients, customers, supply chain, and regulators

SKILLS AND EXPERIENCE

- High-order skills in strategic planning, resource management, financial management, reporting and analysis
- Highly developed advocacy, negotiation and stakeholder management skills
- Excellent communication and presentation skills
- Ability to foster a workplace culture that balances collaboration and independent initiative in a small enterprise environment
- Ability to improve business performance through motivation and change management
- Strong skills in troubleshooting, problem-solving, and conflict resolution
- Ability to contribute to a workplace environment that fosters learning, teaching, personal and professional growth, risk-taking, innovation and fun
- Straight forward, self-confident and high self-awareness

KNOWLEDGE AND QUALIFICATIONS

- A strong background and understanding of business management and corporate processes
- Well-developed knowledge of the legislative and regulatory frameworks for the water and utilities industries
- At least 15 years' general experience in all aspects of business management at a senior level
- Relevant tertiary qualifications

Position Description

Position Title	Executive Manager Project Delivery
Reporting to	Chief Operating Officer
Functional team	Project Delivery
Location	Sydney based, with travel to all site locations as required

PURPOSE OF ROLE

The primary purpose of this role is to manage the Project Delivery function of the Flow Systems* business, with overall accountability for project planning, procurement, contract management, design, construction, and project management of all new water industry facilities and network infrastructure delivered by Flow Systems.

(*to be read as including all Flow Systems' subsidiaries)

KEY RELATIONSHIPS

Direct Reports

- Project Managers
- Project Engineers

Internal stakeholders

- Flow Systems Exec team
- Brookfield Infrastructure
- Board members

External stakeholders

- Property Developers
- Other clients (eg. Councils)
- Contractors & Suppliers
- Public Utilities
- Regulators (IPART, EPA)

WHS ACCOUNTABILITIES

- Executing a duty of care that ensures the health, wellbeing and safety of self and others at all times
- As a member of the Executive, demonstrating leadership in safe workplace practices consistent with Flow Systems' WHS Policy and Management System procedures
- Proactively identifying unsafe workplace conditions and/or practices and taking preventive and corrective actions as applicable
- Leading contributor to workplace safety improvements, particularly in relation to infrastructure design, construction and commissioning practices

KEY RESPONSIBILITIES

- CAPEX cost estimating and project delivery methodology and program input to business development and proposals
- Determine the resources needed to achieve project deliverables
- Oversee project program, cost and risk controls to maintain or better the budgeted margin
- Contract management to protect the company's commercial position with both client and supply chain
- Effectively communicate project expectations to team members and stakeholders

- Effectively liaise with project stakeholders on an ongoing basis
- Prepare and present management reports that concisely and accurately provide relevant information concerning the status of projects in delivery phase to the Executive and Board
- Close liaison with Utility Operations and Retail Operations functional teams to provide inputs to project delivery process
- Develop and keep current the systems, standards, policies and procedures required to enable and support industry best practice in all Project Delivery activities
- Educate staff and contractors to ensure implementation of Flow Systems' corporate systems, standards, policies and procedures to meet HSE and QA requirements
- Coordination of all regulatory compliance monitoring and reporting associated with the design and construction of all Flow Systems infrastructure
- Develop and support any business relationships vital to the success of Flow Systems
- Ambassador for maintaining/improving the Flow Systems brand to all stakeholders including clients, customers, supply chain, and regulators

SKILLS AND EXPERIENCE

- Advanced project portfolio/program management, organisational and delegation skills to oversee activities carried out across multiple projects and sites
- Advanced procurement and commercial management skills for large value contracts
- Ability to identify and mitigate risks associated with the delivery of infrastructure
- General understanding of supporting activities and relative sequencing associated with the design and construction of water industry infrastructure (eg. commissioning, metering, customer billing and administration)
- Extensive experience in stakeholder management in a project delivery context
- Ability to work independently in a small enterprise environment
- Ability to improve business performance through change management
- Strong skills in troubleshooting, problem-solving, and conflict resolution
- Ability to contribute to a workplace environment that fosters learning, teaching, personal and professional growth, risk-taking, innovation and fun
- Straight forward, self-confident and high self-awareness

KNOWLEDGE AND QUALIFICATIONS

- A strong background and understanding of the water and/or utilities industry
- Advanced knowledge of statutory and regulatory frameworks for the design and construction of water industry infrastructure and associated utilities
- At least 15 years' experience in project management of infrastructure projects
- At least 10 years' experience in the design and construction of urban infrastructure
- Relevant tertiary qualifications

Position Description

Position Title	Executive Manager Utility Operations
Reporting to	Chief Operating Officer
Functional team	Utility Operations
Location	Sydney based, with travel to all site locations as required

PURPOSE OF ROLE

The primary purpose of this role is to manage the Utility Operations area of the Flow Systems* business, with overall accountability for the commissioning, operation and maintenance of Flow Systems' water industry facilities and network infrastructure.

(*to be read as including all Flow Systems' subsidiaries)

KEY RELATIONSHIPS

Direct Reports

- Utility Operations staff

Internal stakeholders

- Flow Systems Exec team
- Brookfield Infrastructure
- Board members

External stakeholders

- Property Developers
- Public Utilities
- Local Councils
- Regulators (IPART, EPA)
- Contractors & Suppliers

WHS ACCOUNTABILITIES

- Executing a duty of care that ensures the health, wellbeing and safety of self and others at all times
- As a member of the Executive, demonstrating leadership in safe workplace practices consistent with Flow Systems' WHS Policy and Management System procedures
- Proactively identifying unsafe workplace conditions and/or practices and taking preventive and corrective actions as applicable
- Leading contributor to workplace safety improvements, particularly in relation to commissioning, operation and maintenance activities

KEY RESPONSIBILITIES

- Operational input to design, construction and commissioning of all Flow Systems infrastructure
- Approval for handover acceptance and ownership of all Flow Systems infrastructure upon satisfactory completion of inspection/test/commissioning
- Validation and verification of all Flow Systems infrastructure as appropriate
- Coordination of day to day operation and maintenance of all Flow Systems infrastructure
- Close liaison with Retail Operations functional team in support of customer enquiries of a technical nature

- Develop and keep current the systems, standards, policies and procedures required to enable and support industry best practice in all Utility Operations activities
- Coordination of all regulatory compliance monitoring and reporting associated with the operation and maintenance of all Flow Systems infrastructure
- Develop and support any business relationships vital to the success of Flow Systems
- Ambassador for maintaining/improving the Flow Systems brand to all stakeholders including clients, customers, supply chain, and regulators

SKILLS AND EXPERIENCE

- Advanced workforce management, organisational and delegation skills to oversee activities carried out across multiple Utility Operations sites
- Ability to identify, implement and manage all forms of technology associated with water industry infrastructure
- Understanding of project delivery activities and sequencing so as to provide timely and relevant input to ensure future commissioning, operations and maintenance of new assets are optimised
- Extensive experience in customer liaison and service delivery
- Ability to work independently in a small enterprise environment
- Ability to improve business performance through change management
- Strong skills in troubleshooting, problem-solving, and conflict resolution
- Ability to contribute to a workplace environment that fosters learning, teaching, personal and professional growth, risk-taking, innovation and fun
- Straight forward, self-confident and high self-awareness

KNOWLEDGE AND QUALIFICATIONS

- A strong technical background and understanding of the water and/or utilities industry
- Advanced knowledge of statutory and regulatory frameworks for the operation of water industry infrastructure and associated utilities
- At least 15 years' experience in the operation and maintenance of sewage and recycled water treatment facilities
- At least 10 years' experience in the operation and maintenance of water and sewerage reticulation systems
- Relevant tertiary qualifications

Position title:	Health, Safety and Environment (HSE) Manager
Reporting to:	COO
Functional team:	Corporate Services
Location:	Sydney-based

PURPOSE OF ROLE

This role provides advice, assistance, guidance and support to internal and external stakeholders on all safety, health and environmental issues.

KEY RELATIONSHIPS

Direct reports: <ul style="list-style-type: none"> N/A 	Key internal stakeholders: <ul style="list-style-type: none"> Board CEO, COO Risk & Compliance Manager Executive Manager – Project Delivery Executive Manager – Water Operations Executive Manager - Retail 	Key external stakeholders: <ul style="list-style-type: none"> Flow's contractors Flow's shareholders including Brookfield Infrastructure Group Public Utilities Regulators
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CORE RESPONSIBILITIES, DUTIES AND ACCOUNTABILITIES

Water Licensing:

- Oversight of Flow's water licensing process, including coordinating preparation of licence applications and interactions with regulators through to grant of licence
- Owner/manager of relationship with relevant licensing authority (IPART)
- Coordinate audits in connection with the licensing process and thereafter once granted
- Coordinate reporting in connection with licenses

HSE:

- Development and oversight of Flow's safety and environmental management systems to reflect full compliance with current legal and regulatory requirements
- Ensure the management team is kept informed of any incidents, performance against targets and forecast, reasons for variation and trend analysis
- Monitor HSE compliance through inspections and observations of the workplace
- Assessment of risks and hazards involved in tasks and methods to manage hazards in

order to prevent incidents, injuries and damage.

Level of authority:

- Halt work practices and any actions that could reasonably be seen to adversely affect environmental compliance, your personal health and safety or that of any other employee, contractor, visitor and customer or community member.

RISK MANAGEMENT AND COMPLIANCE ACCOUNTABILITIES

- Behaving in a professional, careful and conscientious manner that contributes to an effective risk management and compliance culture.
- Compliance at all times with Flow's policies and procedures and with the law.
- Reporting potential and actual compliance breaches and new risks.
- Keeping up to date with relevant changes in legal and other requirements, identifying and reporting compliance breaches, identifying and assessing risks.
- Demonstrating quality workplace practices consistent with Flow's quality policies and procedures.

WORKPLACE HEALTH & SAFETY (WHS) ACCOUNTABILITIES

- Executing a duty of care that ensures the health, wellbeing and safety of self and others at all times.
- Demonstrating safe workplace practices consistent with Flow's WHS policies and procedures.
- Proactively identifying unsafe workplace conditions and/or practices and taking preventive and corrective actions as applicable.
- Leading contributor to workplace safety improvements, particularly in relation to infrastructure design, construction and commissioning practices.

ENVIRONMENTAL ACCOUNTABILITIES

- Executing a duty of care with regard to the environment
- Demonstrating workplace practices consistent with Flow's environmental and sustainability policies and procedures.
- Manage incidents to minimise environmental impacts

QUALIFICATIONS & EXPERIENCE

Qualifications:

- Diploma in Work Health and Safety or equivalent
- Tertiary qualification in work health and safety or environmental management
- Auditing WHS Management systems
- Return to work coordination

Experience:

- At least 5 years' experience as a HSE Advisor within the infrastructure delivery industry
- Environmental planning and approvals
- Licensing (especially water utilities)
- A strong background and understanding of the water utilities and/or infrastructure sectors
- Stakeholder management

SKILLS AND PERSONAL ATTRIBUTES

Skills:

- Project management, organizational and delegation skills to oversee activities carried out across multiple projects and sites
- Strong skills in troubleshooting, problem-solving and conflict resolution
- Strong communication and inter-personal skills

Personal Attributes:

- Ability to work independently in a dynamic fast-growth small enterprise environment
- Ability to contribute to a workplace environment that fosters learning, teaching, personal and professional growth, risk-taking, innovation and fun
- Straight forward, self-confident and high self-awareness

Other relevant requirements:

- Flexibility to travel
- Current drivers licence
- Proficient skills in computers: MS Word, Excel, Powerpoint

CERTIFICATE OF APPROVAL

No. 005-98285-S

This is to certify that the Occupational Health & Safety Management System at

Flow Systems Pty Ltd

of

Level 40, 259 George Street, Sydney, NSW 2000

Has been examined by assessors of QMS Certification Services and found to be conforming to the requirements of:

AS/NZS 4801:2001
OH&S Management Systems

In respect of the following activities:

Design, construction, operation, maintenance and retail supply of drinking water, waste water and recycled water services

This certificate is valid from: 10/08/2018 to 10/08/2021
Original certification date: 03/09/2015



Gerry Bonner, CPEng, BEng, FIE Aust, Chairman – QMSCS Pty Ltd
Approval: QMSCS Pty Ltd Trading as QMS Certification Services
To verify the validity of this certificate please visit www.jas-anz.org/register



QMSCS Pty Ltd
Trading as QMS Certification Services
Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number 03910907AL

Occupational Health & Safety Management System

CERTIFICATE OF APPROVAL

No. 005-98285-S

Schedule of Certified Locations

Flow Systems Pty Ltd

Level 40, 259 George Street, Sydney, NSW 2000
Discovery Point Local Water Centre, Suite 19, 5 Brodie Spark Drive,
Wolli Creek, NSW 2205
Pitt Town Local Water Centre, 83 Bootles Lane, Pitt Town, NSW 2756
Central Park, 80 Broadway, Chippendale, NSW 2008
Green Square Local Water Centre, 3 Joynton Avenue, Zetland, NSW
2017
Cooranbong Local Water Centre, 617 Freemans Drive, Cooranbong,
NSW 2265
Huntlee Local Water Centre, 1794 Wine Country Drive, North
Rothbury, NSW 2335
Melbourne Office, Unit 18, 828 High Street, Kew East, VIC 3102
Box Hill, Lot 10 Red Gables Rd., Box Hill, NSW 2675
Shepherd's Bay, Street Address to be provided, Meadowbank NSW
2114

Occupational Health & Safety Management System



QMSCS Pty Ltd
Trading as QMS Certification Services
Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number 03910907AL

CERTIFICATE OF APPROVAL

No. 005-98285-E

This is to certify that the Environmental Management System at

Flow Systems Pty Ltd

of

Suite 2, Level 40, 259 George Street, Sydney, NSW 2000

Has been examined by assessors of QMS Certification Services and found to be conforming to the requirements of:

ISO 14001:2015
Environmental Management Systems

In respect of the following activities:

Design, construction, operation, maintenance and retail supply of drinking water, waste water and recycled water services

This certificate is valid from: 10/08/2018 to 10/08/2021
Original certification date: 03/09/2015



Gerry Bonner, CPEng, BEng, FIE Aust, Chairman – QMSCS Pty Ltd
Approval: QMSCS Pty Ltd Trading as QMS Certification Services
To verify the validity of this certificate please visit www.jas-anz.org/register



QMSCS Pty Ltd
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Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number E2550101AM

Environmental Management System

CERTIFICATE OF APPROVAL

No. 005-98285-E

Schedule of Certified Locations

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Suite 2, Level 40, 259 George Street, Sydney, NSW 2000
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2017
Cooranbong Local Water Centre, 617 Freemans Drive, Cooranbong,
NSW 2265
Huntlee Local Water Centre, 1794 Wine Country Drive, North
Rothbury, NSW 2335
Box Hill, Lot 10 Red Gables Rd., Box Hill, NSW 2675
Shepherd's Bay, 10 Nancarrow Ave, Ryde, NSW 2112

Environmental Management System



QMCS Pty Ltd
Trading as QMS Certification Services
Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number E2550101AM

CERTIFICATE OF APPROVAL

No. 005-98285-O

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Flow Systems Pty Ltd

of

Suite 2, Level 40, 259 George Street, Sydney, NSW 2000

Has been examined by assessors of QMS Certification Services and found to be conforming to the requirements of:

**OHSAS 18001:2007
OH&S Management Systems**

In respect of the following activities:

Design, construction, operation, maintenance and retail supply of drinking water, waste water and recycled water services

This certificate is valid from: 10/08/2018 to 10/08/2021
Original certification date: 03/09/2015



Gerry Bonner, CPEng, BEng, FIE Aust, Chairman – QMSCS Pty Ltd
Approval: QMSCS Pty Ltd Trading as QMS Certification Services
To verify the validity of this certificate please visit www.jas-anz.org/register



QMSCS Pty Ltd
Trading as QMS Certification Services
Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number 03910907AL

Occupational Health & Safety Management System

CERTIFICATE OF APPROVAL

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Rothbury, NSW 2335
Box Hill, Lot 10 Red Gables Rd., Box Hill, NSW 2675
Shepherd's Bay, 10 Nancarrow Ave, Ryde, NSW 2112

Occupational Health & Safety Management System



QMSCS Pty Ltd
Trading as QMS Certification Services
Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number 03910907AL

CERTIFICATE OF APPROVAL

No. 005-98285-S

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Flow Systems Pty Ltd

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AS/NZS 4801:2001
OH&S Management Systems

In respect of the following activities:

Design, construction, operation, maintenance and retail supply of drinking water, waste water and recycled water services

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Accreditation Number 03910907AL

Occupational Health & Safety Management System

CERTIFICATE OF APPROVAL

No. 005-98285-S

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Shepherd's Bay, 10 Nancarrow Ave, Ryde, NSW 2112

Occupational Health & Safety Management System



QMSCS Pty Ltd
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Suite 404, Level 2 - 161 King St,
Newcastle NSW 2300 Australia



Accreditation Number 03910907AL