



COMPANY PROFILE





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CEO Executive Summary

Hillery Group: A Leading Provider of Quarry Materials and Civil and Rail Construction Services.

Hillery Group, based in Bowen, Queensland, is a family-owned business with a rich history dating back to 1976. Founded by a local couple, the company has thrived in the small coastal town, proving that success is possible even in regional areas. Today, Hillery Group is led by the next generation: Luke Hillery, Director & CEO, and Liam Hillery, Director-Extractive Industry.

Hillery Group embodies the company values, and these underpin our objectives, goals, and decisions. Every member of the Hillery Community contributes to our values, principles and behaviours that are the driving force of our culture.

LUKE HILLERY

<https://www.hillerygroup.com.au/vision-values>



Hillery Group’s commitment to excellence and community engagement positions it as a trusted partner in the Whitsundays region.



Who we are

At Hillery Group, we provide high-quality quarry products, transport, civil and rail construction services and civil subdivision across regional Queensland. We are a proudly 51% Indigenous-owned business, deeply committed to creating economic and employment opportunities for Indigenous people and communities. With a strong presence in the Whitsundays and surrounding areas, we supply vital materials and infrastructure solutions to mining, civil, and local government sectors. We are proud to be a family-owned business with a reputation built on reliability, quality, and trust. With decades of experience and a strong commitment to safety, compliance, and innovation, Hillery Group delivers projects that are on time, on budget, and to the highest standards. Our vertically integrated model allows us to manage everything from extraction and processing to logistics and site delivery—ensuring greater efficiency and value for our clients. We’re committed to long-term partnerships and believe in working collaboratively with clients, communities, and stakeholders to build sustainable outcomes.

OUR CULTURE

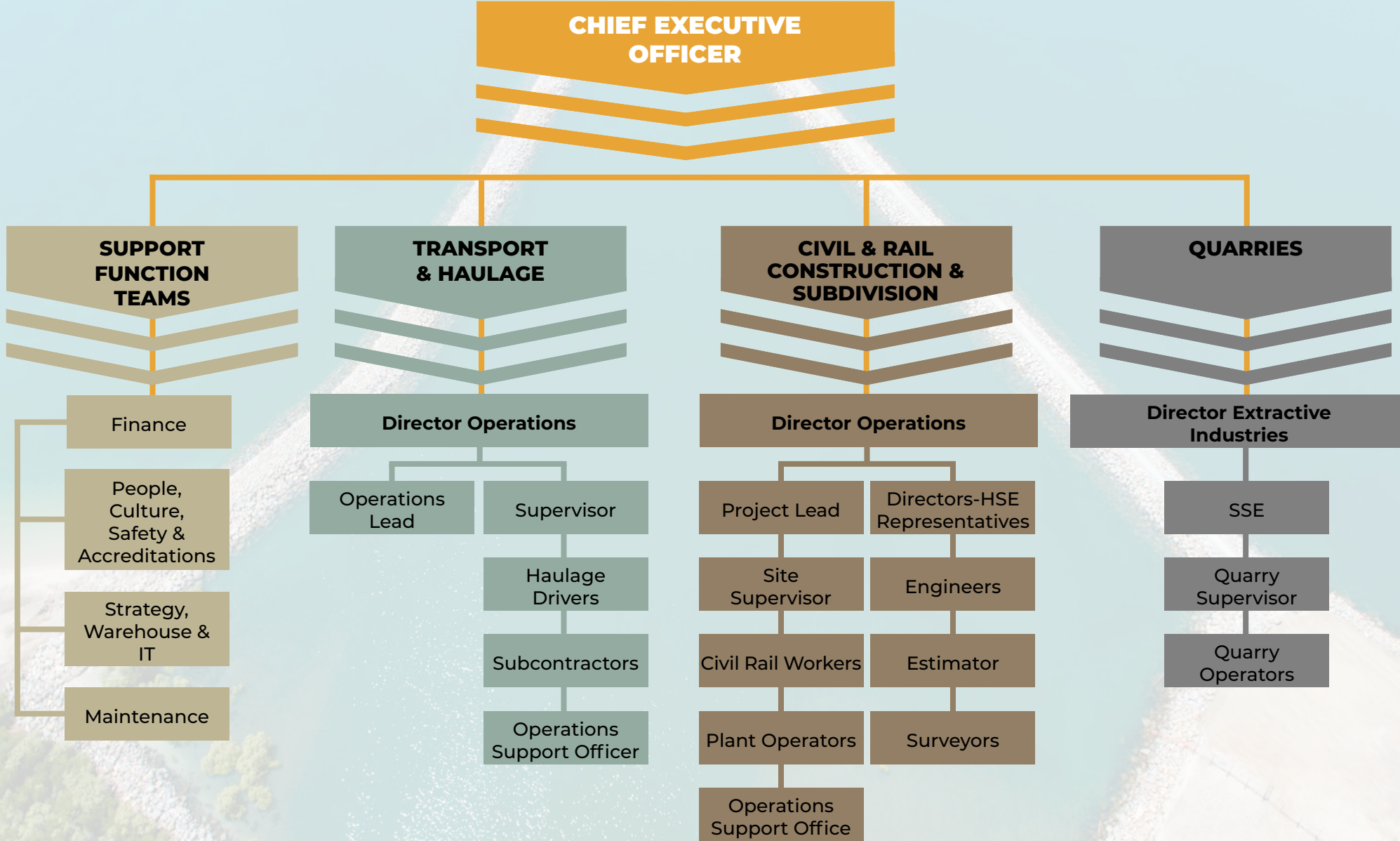
- We show up and deliver—every time—with integrity, reliability, and accountability.
- We take pride in our work and uphold the reputation of the Hillery name.
- We care about our people and foster a workplace where everyone feels supported, included, and valued.
- We look after each other like family and support a safe and inclusive work environment.
- We invest in our people, equipment, and systems to drive continuous improvement.
- We value respect in all interactions—on site, in the office, and in the community.
- We work as one team across operations, transport, and project delivery to ensure outstanding results.

OUR VALUES

At Hillery Group, our values define who we are and how we work:

- **Family & Community**– We care for each other, our families, and the communities we operate in.
- **Respect**– We treat everyone fairly, communicate honestly, and listen with intent.
- **Integrity**– We do what’s right, not what’s easy, and take responsibility for our actions.
- **Accountability** – We own our roles, take initiative, and deliver on our promises.
- **Reputation** – We protect the Hillery name by upholding high standards in safety, quality, and conduct.

These values are embedded in our everyday operations and decision-making and guide how we lead, collaborate, and grow together.



The History of Hillery Group »

1976

A memorable year for local mechanic Jamee Hillery, he purchased his first truck and was now in business, contracting to the local shire councils

1985

Nine years later in partnership with Janice, Bowen Earthmoving was established with local earthmoving and water infrastructure services offered to the local community

1995

The company grew to include construction and maintenance of haul and service roads, pipe laying, dam construction, haulage, general mining, and water supply. An expansion into quarrying followed with the acquisition of leases to Abbot Point, Gordons and Umina Quarries

2019

Fast forward to 2019 where Jamee's and Janice's vision is now reality as sons Luke & Liam purchase Hillery Group and transform the company through a process of renewal. Understanding customer needs led to the introduction of next-generation quality management systems and infrastructure, whilst workplace modernisation is enabling continuous improvement and expansion of capabilities.

2022

Whilst becoming one of the most significant employers in the region, Luke and Liam remain committed to a value-based culture promoting family, respect, responsibility, fairness, honesty and environmental stewardship.

Why Choose us »

1. Proven Track Record

With decades of successful project delivery across North Queensland, Hillery Group has earned a reputation for reliability, quality, and delivering on time and on budget — even in complex, remote, or high-compliance environments.

2. Indigenous Ownership and Local Commitment

As an Indigenous family-owned business, we are deeply committed to building capability within local and First Nations communities. We actively create employment pathways, partner with local suppliers, and reinvest in the regions where we operate.

3. Safety and Compliance Excellence

We maintain ISO-certified management systems and adhere to the highest standards of WHS, environmental management, and quality control. Our alignment with the Federal Safety Commissioner and other regulatory frameworks ensures confidence and compliance at every stage.

4. Fleet and Resources

Our in-house fleet, advanced plant, and quarry network allow us to control logistics, scheduling, and material supply—delivering efficiencies and flexibility to our clients.

5. Innovation and Problem Solving

We take a proactive, solution-focused approach. Whether it's dealing with tight timelines, challenging terrain, or bespoke project requirements, we work collaboratively with clients to find practical, innovative solutions.

6. Sustainability and Environmental Stewardship

Sustainability is embedded in our practices—from responsible sourcing of materials to dust suppression, rehabilitation, and waste minimisation strategies.

Our Vision

To be a leading, diversified civil construction company that remains true to our foundations in quarrying, while embracing innovation and sustainability.

We strive to build a strong business that can remain resilient to changing market conditions and challenges and envision a future where we create strength and security not only within our company, but also within the communities we serve.

Our diversified services, coupled with our unyielding commitment to excellence, will enable us to thrive in an industry that constantly demands adaptability.



Our Strategy

Quarries are the heart of our operations.

Our commitment to quarrying extends beyond traditional practices. We embrace the concept that even “selling dirt” can be a profitable and sustainable venture.

Our ability to monetise these resources provides significant competitive advantage and allows us to deliver diversified services that are built upon the solid foundations of manufacturing high quality quarry materials that exceed our customer’s requirements.

We seek to expand our footprint by identifying new locations to deliver and supply materials in areas with significant current and future demand, ensuring a steady flow of work and long-term viability. We will explore and seize opportunities to open new markets, enabling us to tap into high growth locations and industries while increasing our market reach and business opportunities.

Our Strategy

Diversify to deliver civil projects in the rail industry

To strengthen our position and capitalise on market opportunities, we will actively target rail infrastructure opportunities in Queensland, with an initial emphasis on coal-related rail networks due to their proximity and secure nature.

Drawing upon our experience in delivering projects and services within the coal network we will leverage our capabilities in these areas to tap into other rail networks (like Mainfreight and sugar) to further solidify our presence and expand our market share.

By strategically aligning ourselves with rail projects and staying attuned to industry demands, we will enhance our competitiveness and drive sustainable growth.

We seek to leverage our competitive advantage in quarry products and construction materials to provide comprehensive civil construction services to the local region.

We will target key areas such as Disaster Recovery Funding Arrangements (DRFA) and major infrastructure projects, capitalising on government investments and securing long-term contracts.

Furthermore, we will explore opportunities in property development and renewable energy infrastructure, aligning our services with sustainable growth and environmental objectives.

By focusing on these strategic areas, we aim to maximise our market potential, generate steady revenue streams, and contribute to the development of resilient and sustainable communities.

Grow our core civil construction offering

We seek to leverage our competitive advantage in quarry products and construction materials to provide comprehensive civil construction services to the local region.

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Our Strategy

Resource recovery and material innovation

Our strategy is to prioritise resource recovery and material innovation as we recognise the critical importance of sustainability and waste reduction.

By acknowledging the finite nature of resources, we understand the urgency to embrace the concept of end-of-waste recycling materials. Through investing in research and development, we can uncover new methods of recovering and reusing materials, thereby contributing to a circular economy and minimizing waste.

By staying at the forefront of material innovation, we not only show our commitment to environmental stewardship but also position ourselves for long-term success by adopting sustainable and eco-friendly alternatives that align with market trends and customer demands. This strategy ensures that we remain responsible environmental stewards while unlocking new business opportunities and establishing our company as a leader in sustainable construction practices and recycled materials.



At A Glance



Our Leaders

Our senior leadership team is composed of accomplished industry veterans with a proven track record of driving organisational success. Their diverse expertise spans strategic planning, operational excellence, and innovative problem-solving. Together, they cultivate a culture of collaboration and continuous improvement, consistently achieving exceptional results and steering the company towards sustained growth and prosperity.



Luke Hillery

Chief Executive Officer

Luke is the Director and Chief Executive Officer of Hillery Group. He has been a part of the organisation for 18 years and is responsible for leading the company's sales and business development efforts. Luke has taken the reigns of the growth and sustainability of Hillery Group and he is proud to employ so many people from our local community.



Liam Hillery

Director - Extractive Industry

Liam leads the quarries team ensuring the highest quality of product, on time, every time and has worked at Hillery Group for 14 years mastering master the versatility of Hillery Group services.



Lachlan Mee

Director - Optimisation Strategy

Lachlan possesses a deep expertise in data-driven decision making, process enhancement, and strategic planning, ensuring the maximization of operational efficiency and profitability.



Kelly McDonald
Director - People, Culture and Business Development

Kelly excels in fostering a dynamic and inclusive workplace environment. With a keen focus on employee engagement, talent development, and organizational well-being, they drive initiatives that align with our core values and strategic objectives.



Richard Fox Champkins
Director - Financial & Commercial,

Richard brings over 30 years of senior leadership experience in finance and commercial operations, both in Australia and internationally. As Hillery Group's Director of Financial & Commercial, he plays a critical role in overseeing financial strategy, risk management, commercial governance, and sustainable growth planning.



Ben Keating
Director - Projects

Ben brings extensive experience in project management, infrastructure development, and regulatory compliance, ensuring the successful delivery of large-scale construction and rail projects on time and within budget.



Lawson Mee
Director - Maintenance

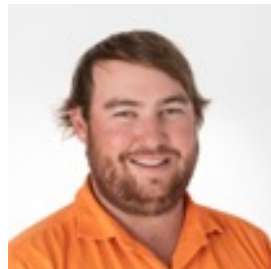
Lawson brings extensive experience in managing the lifecycle of all company assets, ensuring optimal performance and longevity. With a focus on preventive maintenance, cost efficiency, and safety, Lawson implements strategic maintenance programs that minimise downtime. asset value. Their expertise ensures that all assets are maintained to the highest standards, supporting the company's operational goals and enhancing productivity.

Our Creative Project Leads

Our high-level Project Managers in the civil sector are experts in orchestrating complex infrastructure projects from inception to completion. With a deep understanding of engineering principles, regulatory requirements, and project management methodologies, they ensure projects are delivered on time, within budget, and to the highest quality standards. Their leadership and strategic vision drive successful outcomes, fostering innovation and efficiency in every project they undertake



Scott Mirabito
Project Lead- Operations
DRFA



Dylan Little
Operations Lead
Haulage Coordination



Cameron Schmierer
Project Lead
Civil Construction



Jake Napier
Assistant Project Lead
Civil Rail

Industry Recognition

Hillery Group is proud to hold both ISO certification and Federal Safety Commission (FSC) accreditation, demonstrating our unwavering commitment to excellence in quality, safety, and continuous improvement. These prestigious recognitions reflect our adherence to internationally and nationally recognised standards, reinforcing our leadership in risk management, operational efficiency, and WHS best practice. FSC accreditation in particular affirms our capability to operate as a Principal Contractor on federally funded projects, while our ISO-certified systems ensure we consistently meet client expectations, uphold sustainable practices, and drive innovation across all facets of our business.

ISO CERTIFICATION

- ISO 9001:2015 Quality Management Systems
- ISO 45001:2018 Occupational Health and Safety Management Systems
- ISO 14001:2015 Environmental Management Systems.



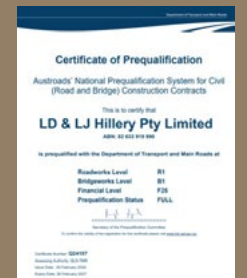
MEMBERSHIP

- Civil Contractors Federation (CCF) Membership
- Australian HR Institute
- Institute of Quarrying Australia
- Institute of Civil Infrastructure
- Lachlan Mee- CCF Committee Member for Sustainability
- Kelly McDonald- CCF Committee Member for IR, HR and Diversity.



PRE-QUALIFICATIONS

- DTMR- R1, B1 F25
- QLD Rail Category 1
- Aurizon Rail- Category 3



What Makes Us Different

2024
2025



Two staff member finalists for QLD Regional Training Awards for Bob Marshman Trainee of the Year Award

One staff member QLD Regional Finalist for Harry Hauenschild Apprentice of the Year

QLD State Finalist for Bob Marshman Trainee of the Year Award

2023



2023- State Winner- Telstra Best of Business Awards- Indigenous Excellence.

2023- Regional Winner- QLD Training Awards- Medium Employer of the Year

2023- State Finalist- QLD Training Awards- Medium Employer of the Year

\$70k



Provided to the community through sponsorship, our community engagement ensures that our work not only meets the highest standards but also positively impacts the environments and communities we serve.

15%




Of our workforce are Indigenous and Torres Strait Islander descent

29%




Of our staff are studying nationally recognised qualifications for personal growth and professional development to enhance career opportunities, build expertise and confidence as well as problem solving skills. We account for over 1000 training hours per year for these qualifications.


Project Summary




Aurizon



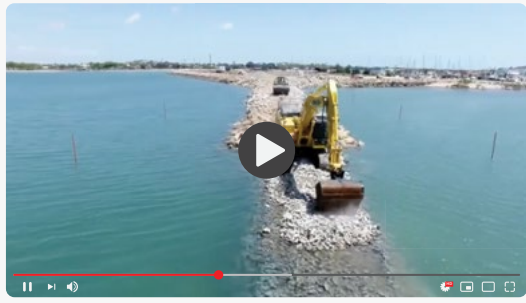
Bowen Rail Project



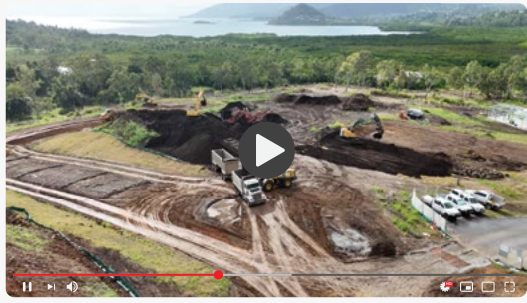
Gilmour Space Project



Bowen Rail Culvert



Bowen Boat Harbour Breakwater Extension



Civil Subdivision

Rail Construction Works

- **Bowen Rail Company- Abbot Point**
- **Provisioning Yard- \$20.4 million.**
- **Aurizon Structures Package 22-23- \$5.6M**
five culvert replacements and one elimination.
- **Aurizon Structures Package 23-24- \$7M**
removal and replacement of structures ranging from RCBC's to dual Unicells, with one site requiring the team tie into the existing structure.



THE SUCCESSES

1. Bowen Rail Company

- Installing 9 RCBC structures totalling 953 Individual precast units
- Installing 13 CMP structures totalling 2,028m of pipe
- Completing 197,000m³ of earthworks under rail
- A total of 5.7km from start to end of formation
- Using 447,446t of quarry materials including 20,060t of 50 mm ballast
- Employing 66 Hillery Group workers and 297 subcontractor workers throughout the project

2. Aurizon Structures Package 23-24

- The most notable project of the contract involved the successful replacement of 2x existing bridges with twincell culverts. The mammoth undertaking was the first of its kind for Aurizon, scheduled during a 108hr closure.

Quarry Supply

Hillery Group currently operate seven quarries in Bowen, Collinsville, Abbot Point & Proserpine alongside a decomposed granite pit and sand reserve. The quarry products available from our operations include all formation materials, road construction materials, aggregates and rock for engineering purposes and natural sands, projects essential to building and maintaining our modern communities.

Email info@hillerygroup.com.au or sales@hillerygroup.com.au to get our quote today



Wet Hire

Hillery Group can deliver an extensive fleet of machinery and experienced professionals. We employ a highly qualified team and boast a first class, reliable fleet of earth moving equipment. We also specialise in contract screening and crushing, delivering mobile crushing plants when and where our clients need them.

Email info@hillerygroup.com.au or sales@hillerygroup.com.au to get our quote today and find out what's available



Civil/Subdivision

We have extensive experience in construction, pavements, culverts and other drainage projects as well as rural road construction, maintenance and development. Our highly skilled team deliver comprehensive on-site civil services including:

- HAULAGE
- BULK EARTHWORKS
- WATER MANAGEMENT STRUCTURES AND DIVERSIONS DRAINAGE AND DAM CONSTRUCTION
- ENVIRONMENTAL REMEDIATION
- TOPSOIL STRIPPING AND VEGETATION CLEARING
- REHABILITATION WORKS
- ROAD PAVEMENT REHAB RETAINING WALLS
- SHED PADS



Woodwark Rise Stage 2B & 3 is Underway!

The Hillery Group Civil team is powering ahead with the next phase of the **Woodwark Rise estate**—a premium development overlooking the stunning Airlie Beach. This stage is all about shaping land into lifestyle, and we’re proud to be delivering:

- Effective soil erosion & sediment control.
- Precision clearing and topsoil removal.
- Major cut-and-fill bulk earthworks.
- Smooth, durable road construction.
- A robust stormwater network installation.

Our quarry and haulage crews have teamed up to shift and process **over 10,000 tonnes of material to date with another 7,000 of rock & roadbase to be installed** —a massive effort that highlights our strength in collaboration and capability.

These **1-acre rural blocks** offer unbeatable views, room to breathe, and a slice of Whitsundays paradise—just minutes from Airlie Beach. It’s not just land—it’s a lifestyle.



At our company, investing in our people is at the heart of everything we do. We believe that our greatest asset is our team, and we are dedicated to their growth and success. Through comprehensive training programs, professional development opportunities, and a supportive work environment, we empower our employees to reach their full potential. Our commitment to their advancement not only drives individual achievement but also fuels the overall success and innovation of our business. By nurturing talent and fostering a culture of continuous learning, we ensure that our team remains engaged, motivated, and equipped to excel in an ever-evolving industry.



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