



CAPABILITY STATEMENT



MONTAGE
CONSTRUCTION



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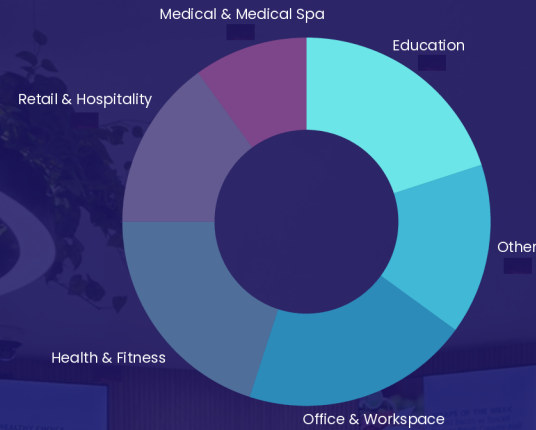
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ABOUT US

At Montage Construction, we believe construction is more than building spaces, it's about building relationships. We are an innovative commercial construction company that specialises in fit outs that are delivered with professionalism, personal service, and precision.

We operate across a range of sectors including healthcare, education, retail, government, office, and hospitality delivering projects that are functional, design-conscious, and built to last. With direct involvement from our leadership team, our agile approach ensures clients benefit from clear communication, quick decision-making, and solutions tailored to their unique needs.

Our mission is simple: to deliver high-quality environments with minimal disruption and maximum value. Whether completing an office refurbishment or an end-of-lease make good, we bring the same level of care, consistency, and commitment to every job. We're proud of our reputation for reliability and repeat business — earned by delivering what we promise, every time.



100%

PROJECT LEADERSHIP
INVOLVEMENT

75%

COMPLEX/LIVE
ENVIRONMENT
PROJECTS RATE

95%

REPEAT CLIENT
RATE

0

LTIs OR MTIs

40:60

RATIO OF INSTITUTIONAL
TO PRIVATE CLIENTS

BRISBANE, GOLD
COAST, SUNSHINE
COAST, SYDNEY,
TOOWOOMBA,
NORTHERN NSW



EXECUTIVE LEADERSHIP TEAM

Bernie Barsha – Director

Bernie brings extensive experience in commercial fitouts, project management, and client relations. With a strong focus on quality, communication, and delivery, Bernie plays a hands-on role in overseeing project outcomes and maintaining strong stakeholder engagement from pre-construction through to handover. His leadership ensures alignment between project goals, client expectations, and on-site execution.

Andrew Hopkins – Director

Andrew Hopkins leads company operations with a focus on systems, safety, and continuous improvement. With a background in construction delivery & operational management, Andrew drives efficiency, compliance and risk management across all projects. Andrew's strategic oversight supports consistent performance, scalable growth, and high standards across the business.

OUR PEOPLE

Our team is our greatest strength. With an adaptive structure and strong values, our people are empowered, accountable, and motivated to deliver excellence. Each team member brings unique skills, but we share a common focus – building lasting relationships and quality outcomes.

We invest in:

- Internal training and upskilling
- Leadership mentoring
- WHS and compliance training
- Team-building and recognition programs
- Flexible arrangements that support wellbeing

OUR VALUES



Safety



Accountability



Authenticity



Responsiveness



Teamwork



Innovation



OUR DELIVERY METHODS

Early Contractor Involvement (ECI)

With ECI, we're engaged during the early design phase to provide input on programming, risk, and buildability. This method allows greater cost and time control and reduces surprises downstream for our clients.

Design & Construct (D&C)

Our D&C approach gives our clients a single point of contact throughout the entire project. We coordinate consultants, manage costs, and streamline construction – delivering practical, high-quality spaces with speed and certainty.

Construct Only

When delivering from completed designs, we operate as the head contractor – managing all trades, operations, and program with precision, while actively identifying opportunities to improve outcomes.

Turnkey Delivery

For clients seeking simplicity, our turnkey service manages all aspects from design and permits to construction and commissioning. You receive a complete, ready-to-use space, with less hassle and risk.

Construction & Project Management

Whether acting as the builder or representing the client, we provide end-to-end control of delivery – ensuring clear communication, contractor performance, and budget alignment across the project lifecycle.

Makegoods & Defect Rectification

We restore tenancies to lessor requirements with no disruptions, offering quick, compliant, and cost-effective solutions.

Minor Works and CAT1 Works

From compliance upgrades & CAT1 works to minor refurbishments, we support our clients with fast-turnaround maintenance projects that extend asset life.

SAFETY & ENVIRONMENT

Safe Today. Here Tomorrow.

Safety is not just a requirement – it's a responsibility shared across our entire workforce and subcontractors. Our proactive, prevention-focused safety culture ensures that every site is managed with care, accountability, and respect for human wellbeing.

Our approach includes:

- Comprehensive site-specific Workplace Health and Safety Management Plans
- Daily pre-starts and regular safety audits
- Empowering all team members to report hazards and stop unsafe work
- Assessment and monitoring of all subcontractor safety systems
- Ongoing training, mentoring, and toolbox talks

Our environmental commitment runs in parallel. We actively reduce our impact through:

- Use of local and recycled materials where viable
- Noise, dust, and vibration control
- Partnering with suppliers who align with our environmental values
- Responsible waste separation and disposal
- Compliance with all environmental regulations and authorities

QUALITY COMMITMENT

We define quality not only by the finish — but by the process that gets us there.

Our clients know us for delivering clean, defect-free projects that meet or exceed expectations. This reputation is built on robust systems, attention to detail, and a culture of continuous improvement. Quality is embedded at every touchpoint:

- Detailed project planning & program sequencing
- Consultant coordination to minimise ambiguity
- Quality Assurance inspections at key milestones
- Subcontractor accountability through sign-off checklists
- Transparent and structured handover process for client walkthroughs
- Commitment to rectifying defects progressively and prior to practical completion



OUR PROJECTS



KEY ASPECTS THAT REGULARLY FEATURE ACROSS OUR PROJECTS



PLANNED DELIVERY & SEAMLESS OPERATION



TRANSPARENT COMMUNICATION & COLLABORATIVE ENGAGEMENT



RELIABLE SAFETY PRACTICES & RISK ELIMINATION



STRATEGIC INNOVATION & VALUE OPTIMISATION



SUSTAINABLE WASTE STRATEGY & COMPLIANCE ASSURANCE



STANDARDISED WORKMANSHIP & QUALITY ASSURANCE

OFFICE & WORKSPACE



THIRD SPACE - 12 CREEK ST


Construct Only


Marquette Properties


Brisbane City


2025

Montage Construction completed the high-end Third Space office fit-out for Marquette Properties at 12 Creek Street, Brisbane City. The project featured a highly intricate, premium-quality design and was delivered within a live environment, working around existing finished areas. Montage Construction successfully completed the project with no disruption to building operations and no impact on existing property.

The design incorporated structural works for an operable wall, stringent acoustic requirements, a curved ceiling bulkhead with a custom-designed acoustic feature ceiling, curved feature walls, and an intricate lighting scheme, smart lighting system including custom illuminated curtains.



END OF TRIP FACILITIES - 11 EAGLE ST


Design & Construction


Brisbane City


Marquette Properties


2026

Montage Construction was engaged to deliver the fit-out of the End of Trip (EOT) facilities at 10 Eagle Street, Brisbane, a premier office building. The works included male and female EOT facilities and associated bathrooms, with careful design consideration given to the ongoing operation of services managed by building management.



CHERMSIDE HOUSING SERVICE CENTRE


Design & Construction


Chermside


QBUILD / DOH


2026

Montage Construction was engaged by QBUILD to deliver a 1,300 sqm office fit-out within an accelerated program. The project incorporated stringent acoustic and security requirements. With a large number of stakeholders and government bodies involved, Montage Construction maintained clear and effective communication to ensure all requirements were successfully met.



L3 / 189 GREY ST, SOUTH BRISBANE


Construct Only


South Brisbane


Marquette Properties


2025

Montage Construction delivered the office fit-out at 3/189 Grey Street, South Brisbane. The project included the installation of a boardroom, staff kitchen, open-plan office area, meeting rooms, quiet rooms, and an outdoor balcony. A key feature of the project was the custom acoustic feature ceiling. Montage Construction also safely managed high-risk construction works associated with the balcony.

EDUCATION



EAGLEBY LEARNING CENTRE

Design & Construction

Honeywill / DOE

Eagleby

2024

Montage Construction completed the fit-out of a Learning Centre in Eagleby for the Department of Education. Located within a new multi-level office building, the tenancy included multiple classrooms, offices, kitchens, and support spaces to meet specific educational requirements. Elevated security measures were implemented due to the facility not being located on a traditional school campus.

The development approval (DA) required a change of use from office to education, necessitating modifications to the building's existing operations. Montage Construction reconfigured the car park to provide safe student entry and egress, and coordinated an Operational Works Permit to modify the footpath and establish a dedicated loading zone on the adjacent Gold Coast City Council road.



CAFE 97 - SHELDON COLLEGE

Design & Construction

Sheldon

Sheldon College

2025

Montage Construction delivered the fit-out of Café 97 (tuckshop) at Sheldon College. This high-end project included both design and construction, with close collaboration alongside the School Chef to align with the school's healthy food systems and operational requirements. The fit-out included a high end finish for the student area and a large commercial kitchen.



CRYOGENICS LABORATORY

Design & Construction

Springfield Central

UniSQ

2025

Montage Construction was engaged by UniSQ to deliver the fit-out of a state-of-the-art cryogenics laboratory. The project required meticulous planning and coordination to ensure the facility operated seamlessly and met the stringent requirements of multiple stakeholders.



COOMERA & ALEXANDER HILL SS - EXTENSIONS

Design & Construction

Coomera & Alexander Hills

Honeywill / DOE

2024

Montage Construction completed two classroom extension and refurbishment projects concurrently for the Department of Education. Both projects were delivered during the school term, requiring careful planning and coordination to ensure safety at all times. The works included an extension to an existing building at Coomera, along with the full refurbishment of classrooms at Alexandra Hills.

MEDICAL & MEDICAL SPAS



LA LIPS

 Design & Construction  LA Lips  Across SEQ  2024

Montage Construction delivered seven LA Lips injection salon fit-outs under a single contract, with up to four projects running concurrently. The team managed full design coordination across all sites, including council approvals, plumbing approvals, and services design for each tenancy. Each fit-out featured high-end joinery, feature lighting, decorative finishes, and epoxy flooring throughout.

Despite the accelerated program and overlapping delivery, Montage Construction maintained consistent quality, programme control, and clear communication with all stakeholders, ensuring each tenancy was delivered on time, compliant with regulatory requirements, and aligned with the client's brand standards and operational needs.

GOVERNMENT



DOE OFFICE FITOUT - HELENSVALE

 Design & Construction  Helensvale
 Honeywill / DOE  2025

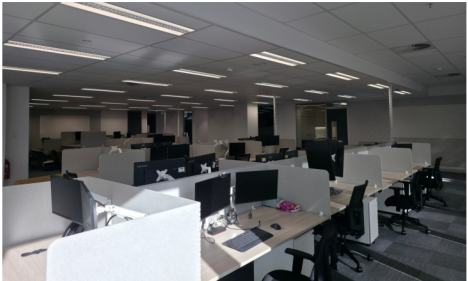
Montage Construction partnered with the Department of Education to deliver an office fit-out. The scope included a staff kitchen, meeting rooms, offices, and a reception area.



ELECTORAL OFFICES - QPS

 Design & Construction  Across SEQ
 Queensland Parliamentary Services  2026

Montage Construction has completed three electoral office fit-outs for Queensland Parliamentary Services. These projects included full CCTV and access control systems, coordinated with Protective Services. Delivered under design and construct contracts, Montage Construction provided complete turnkey solutions, including furnishing.



QBUILD OFFICE FITOUT - CHERMSIDE

 Design & Construction  Chermside
 QBUILD  2025

Montage Construction successfully completed a 1,500 sqm office fit-out for the Department of Education. The scope included two large open-plan workstation areas, quiet rooms, meeting rooms, façade modifications, a kitchenette, amenities, and additional supporting spaces.

HEALTH & FITNESS



COREPLUS

 Construction

 Coreplus Pilates

 Across SEQ

 2026

Montage Construction is proud to be the exclusive preferred builder for Core Plus Pilates in Queensland, having delivered all five studios for the franchise since their expansion into the state in 2023. Core Plus Pilates studios are premium boutique spaces offering reformer Pilates, alongside yoga and mat Pilates in a dedicated heated room.

Each Core Plus Pilates fit-out includes the complete construction of a heated mat room, reformer Pilates studio, and male and female amenities. The mat rooms feature

infrared heating panels, signature navy ceilings, up/down linear lighting, and a full-width mirror with integrated LED mood lighting. Reformer studios incorporate similar lighting elements, complemented by a lighter feature ceiling.

Studio amenities include Zip water stations, digital lockers in both waiting areas and amenities, and custom Tasmanian oak bench seating, enhancing both functionality and client experience.



ANYTIME FITNESS

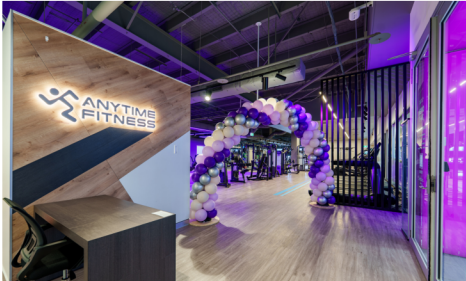
 Construction

 Across SEQ

 Anytime Fitness

 2026

Montage Construction is a preferred supplier for Anytime Fitness across Australia, delivering new club fit-outs & routine refurbishments. These projects include functional & weights training zones with feature lighting, upgraded amenities, & the integration of full signage & security systems.



SNAP FITNESS

 Construction

 Across SEQ & Northern NSW

 Lift Brands

 2026

Montage Construction has been delivering Snap Fitness fit-outs and refurbishments since 2022, successfully completing over 10 projects during this time. Each fit-out includes the construction of amenities, a full feature lighting layout, as well as the installation of signage, flooring, and joinery.



STRONG PILATES

 Construction

 Across SEQ

 Strong Pilates

 2025

Montage Construction has partnered with Strong Pilates to deliver studio fit-outs across South East Queensland. These projects include the construction of large Pilates studios, featuring LED surround mirrors along parallel perimeter walls. We also complete the full installation of audio, TV, and security systems as part of each fit-out.

RETAIL AND HOSPITALITY



DIM SUM OFFICE - POST OFFICE SQUARE

Design & Construction

DMA Partners / Dim Sum Office

Brisbane City

2025

Montage Construction was engaged by the landlord (DMA Partners) to complete CAT 1 works, as well as by the tenant to deliver a full turnkey solution. Located within Post Office Square, the project required clear and consistent communication with stakeholders to ensure works were completed without disruption to centre operations or damage to existing property. The project was delivered through a combination of day and night shifts.

As part of the turnkey service, Montage Construction managed the project design and worked closely with the client to realise their vision. The team proactively resolved and navigated challenges as they arose, ensuring a seamless and stress-free project delivery.



PROFESSIONNAIL - REDBANK PLAINS

Design & Construction

Redbank Plains

Professionnail

2025

Montage Construction has partnered with Professionnail Nail Salons to deliver full fit-outs of nail salon tenancies. These projects are completed under a design and construct model, with close collaboration between the brand and franchisee to ensure consistency with design and brand guidelines.



NG MOBILITY

Design & Construction

West End

NG Mobility

2024

Montage Construction completed the fit-out of a new e-bike and scooter retail store on Montague Road, West End. The project featured polished concrete floors, large-scale LED-lit display shelving for bikes and scooters, as well as integrated signage and painting.



THE COOKING STUDIO

Design & Construction

Enoggera

The Cooking Studio

2025

Montage Construction completed the fit-out of a cooking class studio, incorporating multiple cooking stations, cold-room and a commercial exhaust system. Delivered as a construct-only contract within an existing structure, the project required trenching and reinstatement of the slab to accommodate in-ground drainage.

CLIENTS WE WORK WITH

