

HEALTH INFRASTRUCTURE CAPABILITY STATEMENT





INTRODUCTION

As a trusted delivery partner on some of Victoria’s most complex healthcare and infrastructure projects, Casello brings specialist expertise in cladding, carpentry, and skilled labour solutions to major hospital developments.

Our track record includes critical contributions to large-scale, technically demanding projects where safety, precision, and strict compliance have been paramount. With a reputation for excellence across design, fabrication, supply, and installation, Casello supports the compliant, timely, and high-quality delivery of healthcare facilities.

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CAPABILITY

FACADE CLADDING

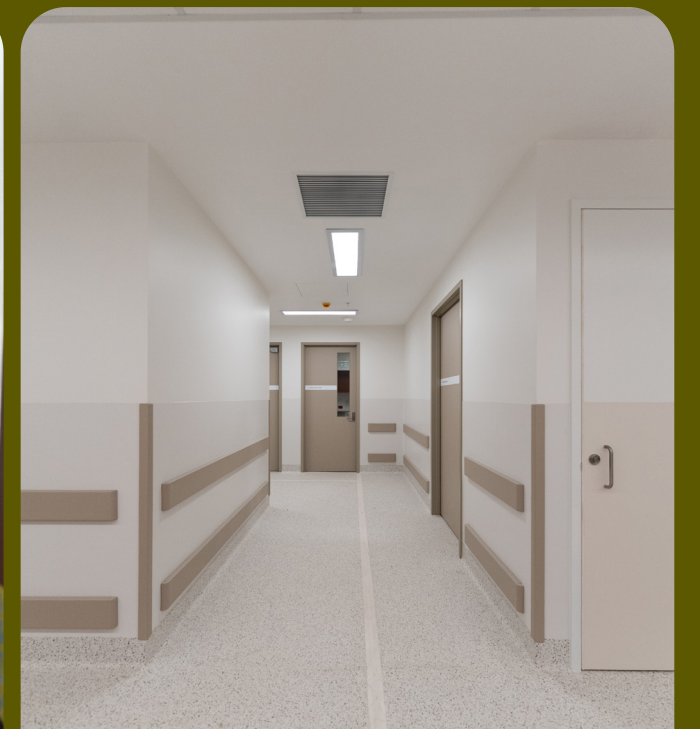
Casello provides tailored cladding solutions for major healthcare facilities, from durable functional systems to high-end architectural finishes. We manage the sourcing, certification, and installation of a wide range of compliant materials, ensuring seamless integration with structural and architectural requirements. Our expertise in commissioning and material management allows us to deliver high-quality, technically precise cladding that meets the rigorous fire, safety, and performance standards of clinical environments.

CARPENTRY

Casello is a leading subcontractor for commercial carpentry, delivering extensive project-wide packages for hospital refurbishments, facility extensions, and new developments. Our services cover design, material supply and fixings, installation, and temporary site structures. We provide the full spectrum of hospital carpentry, from structural and general works to highly detailed finishes. This includes complete door system packages such as specialty Acrovyn, veneer-faced, lead-lined, and anti-ligature doors - tailored to meet the exacting standards of mental health units, operating theatres, and other specialised clinical spaces.

EXPERT LABOUR HIRE

With a workforce of over 200 directly employed, qualified EBA-compliant tradespeople, supported by in-house onboarding, compliance, and training teams, Casello delivers skilled and scalable labour hire solutions for major hospital projects. Each worker is carefully matched to their role based on qualifications and experience, enabling rapid mobilisation to meet shifting site demands, high-intensity programs, and live hospital environments. This capability has been refined across more than 400 commercial and infrastructure projects, ensuring safe, compliant, and reliable workforce delivery even under complex, high-pressure conditions.



SUPPORTING SERVICES

PROJECT MANAGEMENT

Casello brings a dedicated in-house project management team with the proven capability to lead complex infrastructure works in high-pressure delivery environments. Embedded within our broader operations, our project managers provide hands-on coordination across carpentry, cladding, and labour scopes, ensuring alignment between design intent, site execution, and program requirements.

Supported by integrated administrative, procurement, and labour management systems, our team oversees every stage of project delivery, from early-stage investigations and constructability reviews through to installation, commissioning, and final handover. This internal structure enables a high degree of responsiveness, with project managers able to mobilise early, manage site interfaces, and maintain detailed oversight of progress and compliance throughout the build.

ESTIMATING

Our experienced estimating team delivers accurate, fixed-price quotations for both preliminary and fully documented projects. Drawing on historical construction cost data from hundreds of completed jobs adjusted to current market conditions and supported by independent supplier pricing, our estimators work closely with clients and head contractors to evaluate scopes of work and refine submissions to meet every project requirement.



DRAFTING

Pre-planning is important in the protection of occupants for cladding projects, which is why we provide in-house drafting services to our partners. With the oversight of experienced engineers and technicians, our teams transform designs into compliant, construction-ready technical drawings in 2D or 3D.

EARLY STAGE ADVSIORY

Casello provides specialist early-stage input on hospital projects, advising on buildability, material lead times, installation sequencing, and access in live clinical environments. Drawing on experience from major healthcare projects, we highlight potential risks and practical solutions to support safe, compliant, and efficient installation onsite.



With over 27 years experience across live sites, staged works, and restricted-access projects, Casello's project managers bring both technical knowledge and site awareness, keeping projects coordinated, resourced, and accountable from start to finish.

Casello brings extensive experience delivering fit-outs in some of Victoria’s most sensitive and highly regulated healthcare environments. From operating theatres to mental health units, we understand the critical importance of precision, durability, and secure, tamper-proof installations. Our teams are skilled in navigating strict safety, and regulatory requirements, ensuring every component from door systems to specialist joinery and cladding — meets the exacting standards demanded by clinical spaces.



Footscray Hospital
Multiplex

CONTRACT
Carpentry, Cladding



Frankston Hospital
Multiplex

CONTRACT
Carpentry, Cladding



Adeney Private Hospital
Hansen Yuncken

CONTRACT
Cladding



VCCC
Grocon

CONTRACT
Carpentry, Cladding



Victorian Heart Hospital
John Holland

CONTRACT
Carpentry



Northern Hospital
Kane Constructions

CONTRACT
Carpentry, Cladding



Dandenong Hospital
Kane Constructions

CONTRACT
Carpentry, Cladding



Royal Children's Hospital
Lendlease

CONTRACT
Carpentry, Cladding



Box Hill Hospital
Lendlease

CONTRACT
Carpentry, Cladding



Werribee Hospital
Multiplex

CONTRACT
Carpentry, Cladding



Bendigo Hospital
Lendlease

CONTRACT
Carpentry, Cladding

Casello delivered the critical path carpentry package for the Bendigo Hospital, successfully completing the high-volume fit-out on time. Our scope included the supply and installation of 2,800 specialist door sets comprising fire-rated, acoustic, and lead-lined systems with complex mental health-grade hardware, alongside the installation of 15,000 FFE items.

Our value began pre-construction through collaboration with Lendlease on door schedules and FFE layouts to proactively mitigate clashes and ensure compliance against stringent theatre and mental health specifications. Despite regional constraints, we maintained program continuity by engaging and training ten local carpenters to high Tier 1 quality assurance standards.

Our success at Bendigo is built on our deep experience, having successfully completed 6 hospital projects prior with an integrated carpentry and cladding scope. We leverage our robust network of hospital-grade material suppliers and draw upon a permanent workforce of over 200, ensuring reliability and exceptional management. Our proven reputation makes us the most dependable choice for complex healthcare infrastructure delivery.



Shepparton Hospital
Lendlease/Built

CONTRACT
Carpentry, Cladding

The Shepparton Hospital project was secured through Casello's fully integrated approach, providing design input, material supply, and installation to de-risk the program. We collaborated with Lendlease and State stakeholders, initiating pre-construction reviews of FFE layouts and the kit-of-parts to guarantee compliance and proactively mitigate design clashes. The technical scope included the installation of a specialised fire-rated passage with auto operators linking new and existing structures, alongside all required fire-rated and healthcare-grade materials.

Despite severe external constraints, notably COVID-19 restrictions, and managing the seperable portion Emergency Department handover, we successfully maintained program continuity. This was achieved through rigorous adaptive sequencing to ensure consistent workflow. We tailored our onsite management and labour by skillset for each scope element and successfully integrated local carpenters into stringent Tier 1 QA standards. This project validates Casello's capacity for specialised systems integration and disciplined, adaptive management across fluid, high-risk healthcare projects, delivering all works on time.



REGIONAL PROJECT CAPABILITY

Casello has a proven track record delivering large-scale, technically complex packages on major institutional and infrastructure projects across regional Victoria. Our teams are experienced in managing long-duration programs, coordinating multiple trades and subcontractors, and maintaining seamless communication across dispersed sites.

We have robust systems for logistics, resource management, and workforce deployment, ensuring that skilled personnel, materials, and equipment are efficiently mobilised and sustained in non-metro locations. This capability allows us to consistently maintain Tier 1 standards of quality, safety, and compliance, meeting program milestones and adapting to the unique challenges of regional project environments with the same precision and reliability expected on metropolitan sites.

● **Ravenhall Prison, Ravenhall**
Client: John Holland

● **Chisholm Road Prison, Lara**
Client: John Holland

● **Ararat Prison, Ararat**
Client: Multiplex

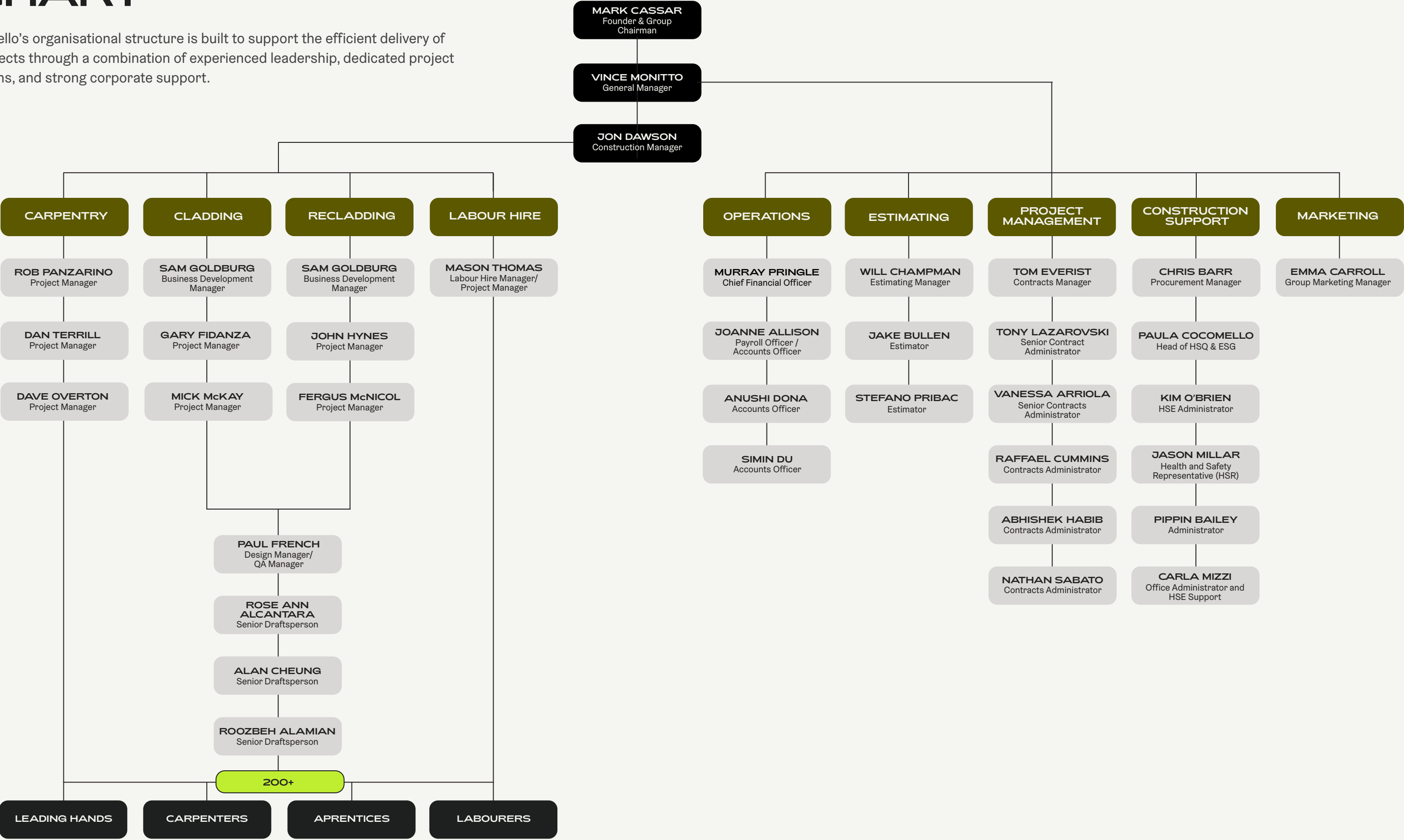
● **Ryot Street, Warrnabool**
Client: Hansen Yuncken

● **Margoneet Correction Centre, Lara**
Client: Corrections Victoria / Built

● **Barwon Prisoner Infill Expansion, Lara**
Client: Hansen Yuncken

ORGANISATIONAL CHART

Casello's organisational structure is built to support the efficient delivery of projects through a combination of experienced leadership, dedicated project teams, and strong corporate support.



QUALITY, SAFETY, SUSTAINABILITY AND COMPLIANCE

QUALITY ASSURANCE AND CONTINUOUS IMPROVEMENT

Casello maintains a comprehensive Quality Management System that ensures all finished work meets specification requirements. Our QA process includes defined roles and responsibilities, structured inspection and test plans, and clear procedures for managing non-conformances and defects. We ensure all employees are trained and competent, with quality checks carried out at key stages. A dedicated Quality Manual outlines standard practices and project-specific procedures, aligned with relevant design specifications. Regular audits, document control, and equipment calibration further support consistent quality outcomes across all projects.

HEALTH, SAFETY AND WELLBEING

We uphold a culture of safety, accountability, and care for every individual on site. We're dedicated to protecting the health and wellbeing of our workers, by ensuring that safety is not just a requirement but a shared value. Our strong performance is reflected in our WorkCover premium rate of 2.1%, significantly lower than the industry average. For every project, we create a site-specific OHSE Management Plan that includes detailed risk assessments, Safe Work Method Statements (SWMS), emergency procedures, and controls tailored to the specific conditions and scope of work, ensuring risks are identified and managed from day one.

ENVIRONMENTAL COMMITMENT AND GOVERNANCE

Environmental protection and sustainability are embedded in our operational approach. Casello prepares tailored Environmental Management Plans for each site, guided by our overarching Environmental Sustainability Policy and Governance Framework. These plans include waste minimisation strategies, pollution control measures, and full compliance with environmental legislation. By identifying environmental risks early and managing them responsibly, we minimise impact and uphold our responsibility to future generations.



COMMITMENT TO RECONCILIATION

Casello is dedicated to fostering a culturally safe and inclusive workplace through our Reconciliation Action Plan (RAP). We actively promote cultural awareness, build strong relationships with Aboriginal and Torres Strait Islander communities, and support employment and procurement opportunities with Indigenous Australians. Our RAP reflects our ongoing commitment to reconciliation, driving meaningful change and contributing to a more inclusive industry and society.

GENDER EQUALITY

We are committed to creating a diverse, inclusive, and equitable workplace through our Gender Equality Action Plan. We promote equal opportunities in recruitment, pay, leadership, and career development, with clear targets and ongoing monitoring. Our initiatives include flexible work options, gender-balanced panels, pay equity audits, and leadership accountability. By fostering a respectful and supportive culture, we aim to ensure all employees can thrive, regardless of gender.

SOCIAL PROCUREMENT

Year	Indigenous	Social	Disability	Total
2021 - 22	\$687,241	\$665,786	\$0	\$1,353,027
2022 - 23	\$1,358,243	\$958,991	\$428	\$2,317,662
2023 - 24	\$2,245,935	\$2,236,532	\$36,827	\$4,519,295
2024 - 25	\$1,537,136	\$3,376,874	\$41,811	\$4,955,821
2025 - 26	\$205,295	\$348,193	\$13,087	\$566,577
Total Investment: \$13,712,384				

OUR IMPACT AREAS

INDIGENOUS ENGAGEMENT

Casello is committed to supporting Aboriginal and Torres Strait Islander businesses across labour hire, workwear, office supplies, and construction materials. Since 2021, we have invested over \$6 million in partnerships with Indigenous enterprises. We also support young Aboriginal Australians by hosting apprentices through Indigenous Group Training Organisations (GTOs).

DISABILITY INCLUSION

Casello partners with organisations like Ability Works, GenU, Qart Gallery, and Cleanforce to ensure people with disabilities are included in meaningful, sustainable employment.

SOCIAL ENTERPRISES

We collaborate with a broad network of social enterprises that provide training, employment, and support for marginalised Australians. Our partners include organisations such as Fruit2Work, Social Traders, Thank You, and others aligned with our values. We also support disadvantaged youth by hosting employment through Group Training Organisations (GTOs) such as Sheforce, AGA, Skillinvest, and Gforce.

ETHICAL PROCUREMENT & MODERN SLAVERY

Our procurement team is trained in modern slavery risk identification and ethical sourcing. All new hires complete mandatory onboarding modules to uphold these standards. We conduct regular supplier reviews, require adherence to our Supplier Code of Conduct, and use a risk assessment framework to identify potential issues in our supply chain. A confidential reporting mechanism is also in place to address any ethical concerns.

POLICY SUPPORT FOR SOCIAL IMPACT

Casello’s commitment to social impact is underpinned by a comprehensive suite of policies that promote ethical conduct, inclusion, and wellbeing across its operations. Our Social Inclusion and Diversity Policy champions a workforce that reflects a broad range of backgrounds and experiences, while the Equal Opportunity Policy ensures non-discriminatory practices in recruitment and advancement. We also support vulnerable individuals through dedicated Domestic Violence, Employee Wellbeing, and Occupational Rehabilitation policies. Additionally, our Ethical and Sustainable Procurement Policy and Modern Slavery Statement embed responsible sourcing practices across our supply chain. These policies collectively reinforce our goal of creating a safe, inclusive, and socially responsible workplace.

WORKFORCE SOCIAL IMPACT

At Casello, we are committed to building a diverse and inclusive workforce across both site and office roles. Social procurement is central to our mission, driving our efforts to provide meaningful employment opportunities to individuals from a range of priority cohorts. These opportunities span all levels of the business - from apprentices and labourers to team leaders and senior management, ensuring equal access to career progression.

Of our site-based workforce, approximately 13% are women, while 31% of those in operational support roles are women.

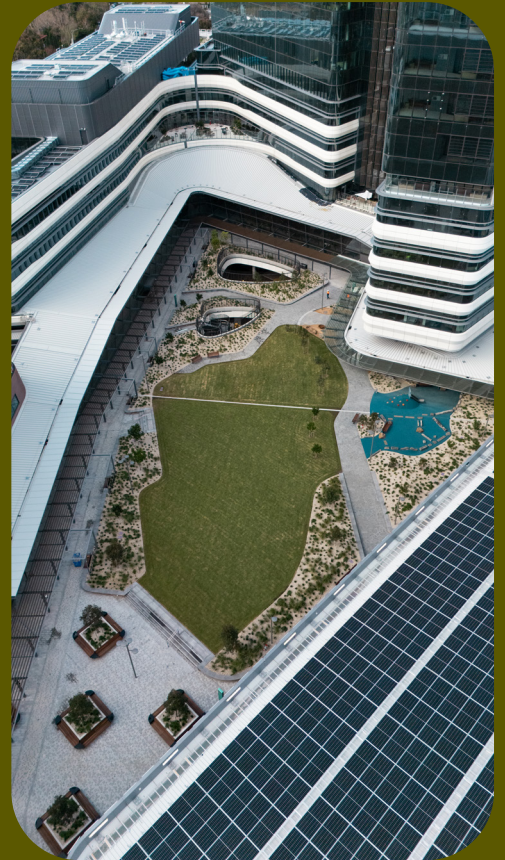
We employ individuals from underrepresented groups, including 5% who identify as Aboriginal or Torres Strait Islander. Around 21% of our workforce are priority job seekers, including individuals with disabilities, single parents, ex-offenders, and a mix of veterans, disengaged youth, and those affected by family violence.

In addition to fostering gender and cultural diversity, we are dedicated to age inclusivity - 17% of our site-based team members are aged over 45, and 10% are aged under 25 - reflecting our commitment to building a balanced, multigenerational workforce.

SHAPED
BY PURPOSE



FORMED
BY EXPERIENCE



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**Victoria's trusted carpentry and
cladding partner for over 27 years**

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