

Value Champion Awards

October – December 2023



Star Group's values



Value

What this means

Guiding principles for staff



Think Safe, Act Safe, Home Safe

Think Safe, Act Safe, Home Safe is the operating principle embedded in our culture and owned by everyone. We provide high-quality services without compromising health, safety, well-being, or the environment.

- / You have a safety mindset by keeping yourself and others safe
- / You cooperate and comply with all safe systems of work and instructions
- / You call out unsafe and harmful work practices and behaviours
- / You assess, understand and control hazards and risks



Passion

We care about our work, people, and communities, backed by and building upon our 65-year heritage and strength. We are energised and quality-focused in approach.

- / You strive for excellence and inspire others
- / You never stop learning and improving
- / You care about our success
- / You celebrate the wins



Creativity

Although we've been around a while, we encourage innovation and non-traditional solutions across our capabilities to continually improve results.

- / You're willing to question the norms to achieve better outcomes
- / You seek opportunities to develop new solutions and ideas
- / You let go of certainties and think expansively
- / You share your thinking and consider diverse perspectives



Collaboration

We're great communicators and problem solvers, supporting long-term partnerships with our clients and other key stakeholders. We're multi-disciplined, but we operate as one team.

- / You build relationships with your peers and work together as one team
- / You work with and respect our clients and supply chain to accomplish great results
- / You listen intently, embrace different opinions and communicate clearly
- / You bring your experience and expertise to solve problems and help others succeed



Trust

With high competency and a track record of success, we lean into complexity and challenge. We meet our commitments and won't stop until the job is done.

- / You overcome challenges and deliver on your commitments
- / You hold integrity and respect at the heart of your decisions
- / You hold yourself and others accountable
- / You're reliable and will be there for your team

Reinforcing our **values**



We believe that culture comes to life through **behaviour**.







Our behaviours create a workplace culture that inspires and motivates our team to fulfil our purpose – **to power and connect communities and skylines.**

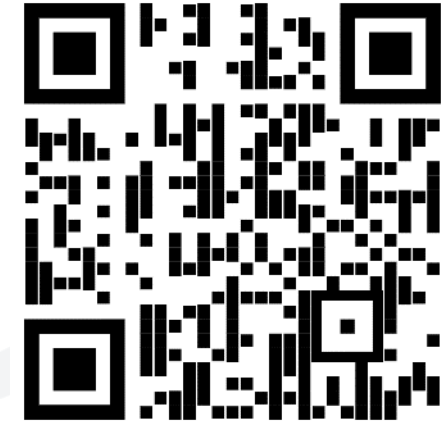


That's why we've made it our priority to **recognise and reward** employees who consistently **embody our values.**

Value **Champion Awards**

Recognition Program

-  Quarterly peer nominations
-  Recognising value role models
-  5 winners every quarter (one for each value)
-  \$500 gift voucher **plus** company merch of choice



Scan here
to nominate
a team member

Announcing our winners and nominees...

Think Safe, Act Safe, Home Safe Winners & Nominees



THINK SAFE, ACT SAFE, HOME SAFE CHAMPION

James Rosario, Electrician, Camden West WWTP, Engineering & Infrastructure

James has won the Think Safe, Act Safe, Home Safe award for ensuring his colleagues stayed safe during the intense heat wave in Sydney by providing cold water to his team on-site, encouraging regular breaks and assisting the HSE team in promoting safety during hot weather. This initiative from James aligns with our Think Safe, Act Safe, Home Safe motto and guiding principle of “you have a safety mindset by keeping yourself and others safe.”

OTHER NOMINATED EMPLOYEES

Sasiri Rajapaksa Electrical Estimator Sri Lanka E&I (Sydney)

Passion Winners & Nominees



PASSION CHAMPION

Carly Tomison, Project Coordinator, Elect Energy

Carly has won the Passion award for her ability to adapt to the environment around her, learn new skills and expand her existing knowledge to ensure the success of her department and team during a period of leadership transition. Carly's work ethic aligns with our value of Passion and guiding principles of "You strive for excellence and inspire others", "You never stop learning and improving", and "You care about our success".

OTHER NOMINATED EMPLOYEES

Ashton Challinor	Tradesman	Elect Energy - HTH
Ben Blums	Senior Service Tech	Condell Park Service
Vinh Nguyen	Senior Service Technician	Condell Park Service
Michael Knight	Assistant Manager	Estimating
Elise Steel	Office Admin	Wollongong Branch
Kathryn Beale	3rd Yr Apprentice	E&I (Sydney) - Waterloo
Douglas Jones	Foreperson	Northern Region - BAE
Sean Mulvey	Account Manager	Condell Park Service
Sue O'Shea	General Manager	SE Distribution

OTHER NOMINATED EMPLOYEES

Sachida Reddy	HV senior estimator	Estimating
Matt Murphy	Electrician	E&I - Northern Region
Josh Cosgrove	Estimator	Estimating
Adam Leak	IT Manager	IT

Creativity Winners & Nominees

CREATIVITY CHAMPION

Thomas Murphy, Site Manager, Chifley Square, Construction

Thomas has won the Creativity award for improving our new online material ordering portal by suggesting a function to allow site teams to record their received goods from their orders directly into the portal. This significantly improves the current process of manually matching paper copies of the purchase order to the delivery docket and filing. This initiative from Thomas aligns with our value of Creativity and guiding principle: “You seek opportunities to develop new solutions and ideas.”

OTHER NOMINATED EMPLOYEES

Sasiri Rajapaksa	Estimator	Sri Lanka
Melvin De Nava	Electrician	E&I Sydney - Rozelle

Collaboration Winners & Nominees



COLLABORATION CHAMPION

Luke Van Der Weyden, Site Manager, Jindabyne, ACT Branch

Luke has won the Collaboration award for working highly effectively with his team, subcontractors, clients, suppliers, and the local community, which is particularly vital when working on a regional job. When additional labour was needed on the project, Luke went the extra step of door knocking in the local area which proved successful. This initiative from Luke aligns with our value of Collaboration and guiding principle of “You work with and respect our clients and supply chain to accomplish great results.”

OTHER NOMINATED EMPLOYEES

Cameron Francis	Digital Design Manager	Design
Alex Gomez	Senior Estimator	Estimating
Giovanni Buccicattino	Project Manager	Construction - Nepean Hospital
Mark Wayman	Account Manager	Condell Park Service
Tia Macfie	Apprentice	E&I (Sydney) - Camden WTP
Greg Martin	Warehouse Supervisor	SE Distribution - Wholesaling
Brendan Parmeter	Project Manager	Construction - One Circular Quay
Peter Deadman	Desktop/Network Administrator	IT

Trust Winners & Nominees



TRUST CHAMPION

Jack Fletcher, Junior Project Manager, OSD North and South, Elect Energy

Jack has won the Trust award for showing remarkable dedication to working night shifts for the past 3 months and taking on civil tasks, managing teams, and overcoming difficult situations with resilience and positivity during unconventional hours. His commitment to accountability is evident as he holds workers and clients to high standards and captures essential details in shift reports to keep the team well-informed and organised. Jack's work ethic aligns with our value of Trust and guiding principles: "You overcome challenges and deliver on your commitments," "You hold yourself and others accountable" and "you're reliable and will be there for your team."

OTHER NOMINATED EMPLOYEES

Rod Turner

Service Technician

Northern Region