

Welcome to Beca

We make things happen. Problem-solvers with a passion for transforming our world.





Welcome

Welcome to the Beca team. We're delighted you've joined us!

Our Beca group enjoys an international reputation as a highly respected professional services consultancy, at the forefront of technical excellence and innovation.

Our reputation continues to grow, along with our track record for success. And we owe this to Beca's talented and committed people - people with a passion for what they do, and the skills to achieve the outcomes our clients' need.

At Beca, we are committed to developing your career and growing leaders. Many of our talented team members become the managers and owners of our business in future. You may be one of them!

I hope your decision to join us will be the best decision you've ever made – for you and for Beca.

Warm regards,

A stylized, handwritten signature in black ink, appearing to read 'Greg Lowe'.

Greg Lowe
Group Chief Executive



History

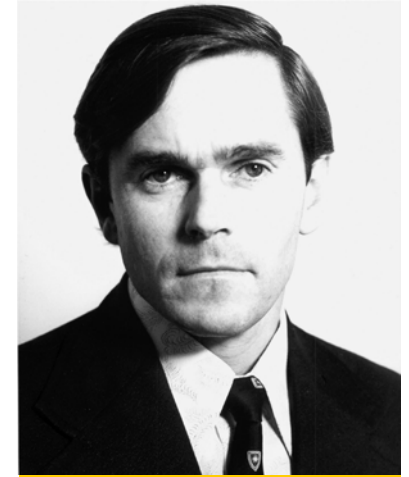
Beca was founded by returning serviceman Arthur Gray in 1920. During the 50s, 60s and 70s, Beca's growth and longevity was fuelled by the passion and drive of two visionary leaders, the late George Beca and Sir Ron Carter.

These leaders, along with the late John Hollings and Martin Ferner, formed Beca, Carter Hollings & Ferner in 1968, with 68 employees. During the 70s and 80s, the company expanded its horizons into Australia and South-East Asia.

Today, Beca continues to build on the success of our founders as we grow our business and our services for our clients, striving together to transform our world.



George Beca



Sir Ron Carter



Martin Ferner



John Hollings

Our vision reflects our culture of innovation, and our aspirations. It is the reason for everything we do and every decision we make. Through the services we provide for our clients, we make things happen to enhance the world around us every day.

Our vision

**Creative people
together
transforming
our world**

Our purpose

**make
everyday
better.**

Our values

Enjoyment

We thrive on challenges and take pride in being innovative and delivering successful solutions. We enjoy each other's company, celebrate our achievements and have fun along the way.

Care

We respect each other, our clients, the environment and our community. Safety and care are embedded in our work practices and key to the positive solutions we deliver for our clients.

Partnership

We value longstanding relationships and connection with clients, business partners and with our colleagues across the globe. Trust, integrity and teamwork are the foundations of our culture.

Tenacity

We stick by our clients and the need to solve their complex problems and challenges. Our perseverance, attitude, systems and discipline keep us focussed on excellent delivery.

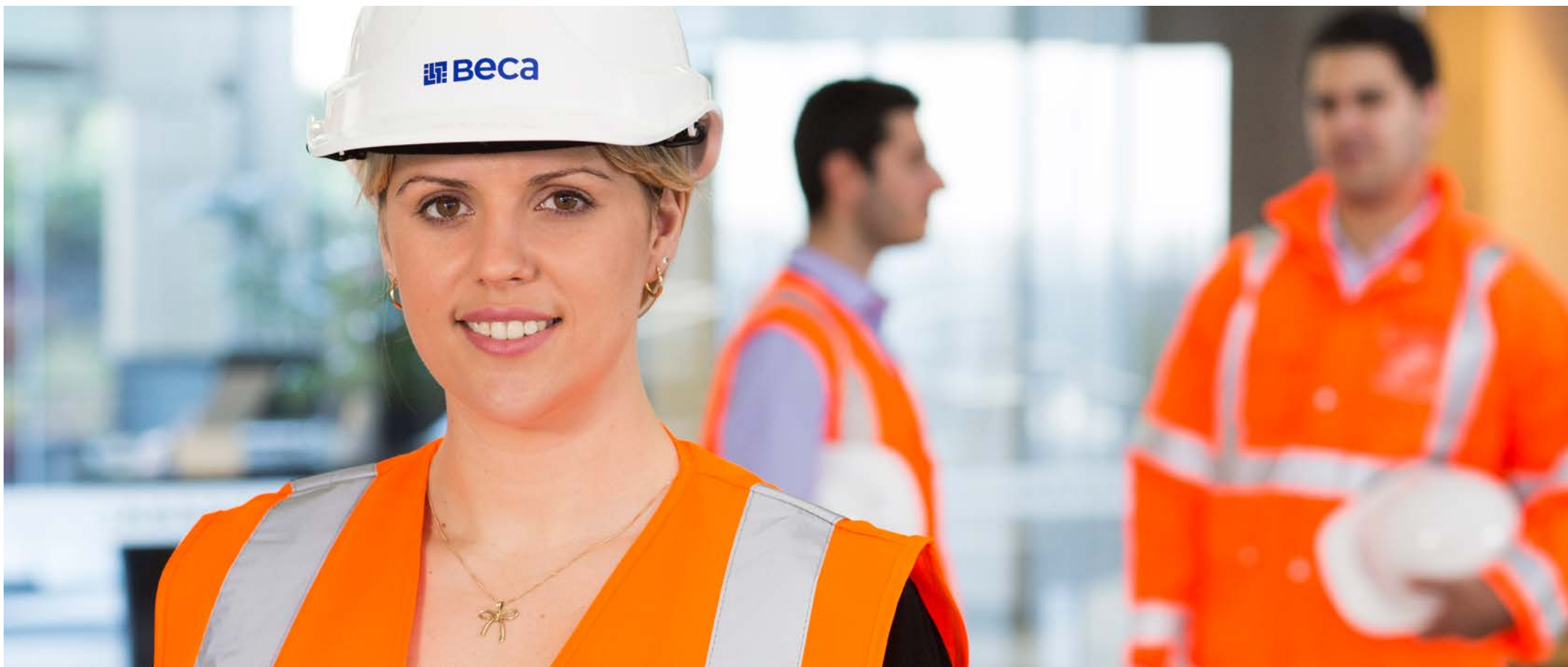


Mission

Together with our vision and values, our mission statement guides our decision making and helps us prioritise activities.

Our mission is to create value for our clients and other stakeholders through a sustainable, global enterprise.

We measure our success by how we attract and engage people to our business, how we develop sensational client experiences and loyalty, and by the sustainable growth of our business.



Health and Safety

At Beca, Safety is a Way of Life. The health and safety of our people is paramount, we are committed to taking all reasonably practicable steps to keep them safe and healthy.

We raise awareness of risks and safe work practices through a robust health and safety management framework. And we look out for each other, our clients and those around us.

Wellbeing

Together we take a holistic approach to the wellbeing of our people.

We have a fantastic wellness programme, which covers a full spectrum of health and wellbeing programmes, initiatives, and regular communications.

Keep an eye on the Weekly Update (intranet), Yammer and your section noticeboards for more information on what's going on in the wellbeing space!



Sustainability

We believe the path to a sustainable future is through ethical business processes and consistently high social, economic and environmental standards.

The work we do can have a big impact on our surrounding communities. So we aim to make positive and lasting change by being environmentally aware, socially productive and economically viable.

We support causes that matter to our people and align with our vision and values. To benefit the communities we live, work and play in, we need to make the most of our skills and available resources.

Our Markets and Services

The Beca team is proud to deliver a wide range of professional services that touch every aspect of our built environment as well as in the areas of technology and management services. Operating in building, infrastructure, transport, water, power and across many government sectors, we are continually developing new services to meet our clients' needs. We also continue to explore new markets and expand our existing ones within our Asia-Pacific footprint; completing projects in more than 70 countries.



Delivery

Beca is successful because we focus on building strong relationships with our clients, and we work as an integrated global team to deliver world class projects for them. Doing great work for our clients starts with setting up our projects right commercially, and running them well from the first interaction. 'Deliver better' is our mantra, and we strive for continuous improvement on every project. This allows us to unlock the full potential of each project, it enables us to be more creative and innovative, and we can exceed our clients' expectations.

Shareholding

Beca is proudly employee-owned. Around 35% of our employees are shareholders. Our success is built on the aggregated achievements and contributions of all of us, hence a key element of our ownership model is empowering exceptional people. It remains fundamental to our unique, purpose-driven and growth-oriented culture and it gives meaning to our 'social contract'. That is, we're accountable, we don't let each other down, and we strive for excellence in everything we do.



Our Guiding Principles

These are our guiding principles. We believe they will give our new starter a positive experience with their future at Beca

- Team engagement
- Streamlined experience
- Employee centric
- One Beca
- Our Values



Business Outcomes

By living and applying our guiding principles through the key role guide-lines we will have greater success in achieving our intended outcomes

- Maximise productivity
- Consistent client experience
- Consistent induction experience
- Maximise employee engagement



New Starter Outcomes

By adopting the guiding principles our new starters will receive and experience our intended outcomes

- Role clarity & delivery enablers
- Welcomed
- Beca perception - organised, supportive, & career opportunities
- Reassurance about joining the team

Working at Beca

Learning 'how things work' and 'how things get done' can be quite daunting and challenging when you join a new organisation. You are a valued member of the Beca team and we want to support you from the start.

Our induction programme puts you at the centre. It is designed to help you learn about your role and how Beca does business so that you can start contributing to helping us achieve our company goals as well as developing a meaningful and satisfying career with Beca.



40+

Myanmar

120+

Thailand

160+

Singapore

110+

Indonesia

Pacific Islands

10+

Fiji

New Caledonia

2400+

New Zealand

Auckland
Hamilton
New Plymouth
Tauranga
Palmerston North
Wellington
Nelson
Christchurch
Queenstown
Dunedin

Brisbane

Sydney

Canberra

Melbourne

500+

Australia

**3300** Staff**20** Offices**8** Countries**75+** Disciplines

Team locations

Go to www.beca.com to see all our offices. As a member of the Beca team, you will get opportunities to collaborate with team members across the Asia Pacific, and work in many of these great locations.



www.beca.com

 [linkedin.com/company/beca](https://www.linkedin.com/company/beca)

 twitter.com/becagroup

 facebook.com/BecaGroup

 **Beca**