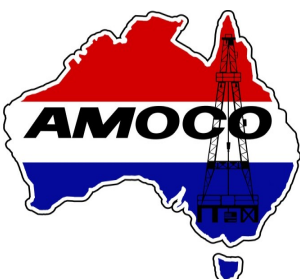


THE BEATTIE TIMES

Quarterly News
ISSUE 02 JANUARY 2013



- Adelaide • Alice Springs • Brisbane • Darwin • Kalgoorlie • Karratha • Launceston • Mackay
• Melbourne • Mount Gambier • Mount Isa • Murray Bridge • Perth • Port Hedland • Roma
• Sydney



BEATTIE
TRANSPORT



Phillip Mills — CEO

2013 brings exciting opportunities for all in Beattie Transport

Welcome to the second edition of the Beattie Times. With Christmas and the New Year well behind us we can look forward to the exciting challenges and rewards the New Year brings.

Through the years, we have learned that in life, the only constant is change. And through the years, we have also learned that change is a time for opportunity, growth and development, and as we enter 2013, Beattie Transport is undergoing a change that reflects the opportunity, growth and development we have worked years to make a reality.

In pursuit of improving and expanding our business, we have grown - and changed - so that we can better serve our customer's, take opportunity of growing and expanding markets and set the foundation for a prosperous future. Beattie Transport now has three company depots; Wacol Queensland, Maddington Western Australia and our founding depot Cavan South Australia, with Darwin expected to come online in late April 2013. These depots

form an important part of our growth strategy and you will see developments and improvements in each of these facilities over the coming 12 months.

This calendar year our focus is on four main areas;
Safety and compliance
Business growth – both organic and new markets
Cost control
Company image

Our continued focus on safety and compliance with the leadership we provide in demonstrating safe work behaviours and compliance with safe work rules forms and important part of our company's growth and sustainable future. If the rules are not practical, please discuss with your supervisor to either understand the reason for the rule, or to have the rule changed, rather than bypassing it. Our motto is "we say what we do, and do what we say", so let's make sure this is always the case.

Retaining current clients and sourcing new business is part of everyone's everyday role from the time we pick up the phone to take the booking ensuring we answer the phone in a professional courteous manner and obtain all the correct information to the driver picking

up and delivering the load ensuring we are all in company uniform clean and respectable, complete the paperwork, obtain the correct instructions and restrain the load to ensure it arrives on time and in the same condition we collected it right through to invoicing the client ensuring the correct information appears on the invoice and the invoice is received in the same week the delivery takes place. It's a complete journey with everyone in our business having a part to play, so please all consider the important part you play and do your best to offer the customer the highest level of service at all times.

Remember keep your eyes and ears open as there are new business opportunities everywhere. The best sales leads come off the road when you are speaking with customers you are delivering to/ picking up from or just driving down the street. If you see an opportunity please contact Steve Moore on 08 81691300 or email Steve at stevem@beattietransport.com.au

Maintaining a lean cost base ensuring our longevity is all employees responsibility from ensuring we follow our 3 quotation policy when purchasing, issuing order numbers and checking invoices for accuracy against purchase orders through to taking pride in our assets making sure we manage our trailer accessories like

the dogs and chains and straps , minimising any damage through to having trailers serviced when they are due. Without maintaining a lean cost base the cost increases would likely lead to a loss of customers, a loss of market share and, ultimately, could lead to a slow down and a loss of jobs within the company. So please all work together to maintain a strong competitive company, again we all play a role in ensuring we are as competitive as possible. What can you do in your role to eliminate unnecessary costs or improve efficiency?

Through the years, one thing has not changed: Our commitment to providing the highest level of service with a “Can do” attitude to ensure the customers freight is moved on time as required to any destination in Australia. When combined with the quality and performance of our services and people, those elements create an incredibly powerful platform for business success for the company and professional growth and security for all of us.

As we continue to grow our Company, I would like to take the opportunity again to thank you all for your efforts in

making Beattie Transport one of the most respected in Australia with the reputation of “Can Do” and outstanding performance we deliver to our clients. I would also like you all to know that I maintain an open door policy to everyone in Beattie Transport so please do not hesitate to use it.

Before ending this message, I’d like to take this opportunity to thank the contributors of the current and previous issues of the “Beattie Times”

Phillip Mills

Chief Executive Officer



Syd Redfern — General Manager—Projects

2012/13 has continued with strong activity from existing customers with multiple new project inquiries. These are predominantly linked to the ongoing infrastructure boom within the LNG market. Typically, these are concentrated throughout regional Queensland, the top end of the Northern Territory and Western Australia. The new Projects role sees us participating in more direct

supplier relationships at a higher level than previously, which in turn comes with greater responsibility in terms of compliance, OHSE and safety. Strategically Beattie Transport have positioned ourselves into this niche, working directly with Steve Moore, our Strategic Partnership Manager and Tony Rankine, our General Manager Quality Assurance and Compliance in order to bring these on board.

Once on board the daily operations of the projects are handled through our state operations people, ensuring that Beattie Transport, AMOCO, Mack Trans deliver on our overall promise, to get the job done on time without damage.

Steve Moore — Strategic Partnership Manager

We ended the year with a much greater presence in our target market of major companies engaged in the resources sector. Tier 1 providers have increased their range of requests for quotes and subsequent service delivery across the country. We are slowly, but very surely, becoming better known throughout their staff networks, particularly as we continue to deliver service while meeting stringent timeframes and compliance requirements. Syd Redfern, General Manager Projects, value-adds by assisting them with load allocations,

scheduling and management of their importing and distribution tasks.

Several International Freight Forwarders have also opened accounts and we will provide unloading, storage and distribution functions for them from many ports located all around the country. Again, Beattie Transport's experience comes into play as we assist them with the domestic content of their international shipments.

The appointment of staff in Perth and having our

own depot there, along with the Darwin depot, has also contributed to our increased presence in these regions. 2013 has started with continued strong activity from existing customers with several new accounts already coming on board. Our can do attitude, professionalism and commitment to compliance requirements will see us continue to increase our market share.

Steve Moore

Strategic Partnership Manager



Innovative distribution Solutions -
Driven by Service

Gopal Langalia—IT Support

TRANSLOGIX
LEADERS IN TRANSPORT & LOGISTICS SOLUTIONS

Information Technology is an important part of the company structure and changes and upgrades are continually taking place to better service our customers and provide better tools for our employees.

Since the last edition of the "Beattie Times," a number of large projects have been rolled out around Translogix (our administrative platform) and Fleet

minder our vehicle tracking system. Vehicle tracking is important to the company, customers and employees and to this we have commenced a roll out of some 160 units to have live tracking on all trucks and trailers ensuring we have position visibility on all equipment which offers security of our equipment and safety of our drivers. This also enables us to manage assets better

ensuring we are achieving maximum utilisation, pre alerts for servicing, play back for fatigue and Incident management, fuel usage hard cornering / braking , over speed alerts SMS's or emailed to the compliance department depending on the severity of the breach . One of the most important features is the panic button installed in all company vehicles.

Translogix, our administrative platform has also seen a number of upgrades which include a national rate card for all depots which will improve invoice accuracy time from request to quote being offered with the aim of the quote to be given at the point of the first phone call and national uniformity of rates. Our electronic online POD system will enable customers to access their POD online with the objective of having all POD's available 24hrs from delivery. The drivers play an important part in this process and we ask that you all become very vigilant on returning POD's via our three methods at the time of the delivery, Email, FAX, or MMS. Trip scheduling has been

improved with all trips having an electronic schedule in the system, enabling every trip to have a trip schedule attached. The next stage is turning on the job cost allocation which will see all the actual related costs applied to a job, including drivers' payments for the trip which will be entered at the time of the trip allocation enabling margin per job to be seen at the time of the job.

We also added a new Microsoft exchange server which enhances our internal security and enables all electronic devices to be in sync with each other e.g. share calendar notes etc.

Our Web site has been improved with additional information which now includes our company

structure, policies, executive team photos and some personal history and photos of our equipment and some of the bigger jobs. You should take a look and if you have any ideas please contact Gopal.

Trailer assignment has been turned on where the trailer is allocated to the driver / contractor at the time the job is allocated so we know who has the trailer, its expected journey time and when and where it will be next available, in the long term this system will become live on screens where all available equipment will be visible to all operational staff and the expected date this equipment will be next available in each state.



Tony Rankine – General Manager QA & Compliance

Beattie Transport commits to the Internal Audit & Quality Management process.

The Internal Audit process plays an important part of the Organisation's governance framework. The role of the appointed General Manager Quality Assurance and Compliance, Tony Rankine is to assist management at all levels to achieve goals and objectives consistent with the Organisation's strategic plan. The auditing function provides independent assessments as to the efficiency, effectiveness and compliance of the Organisation's operations and evaluates the adequacy of the Organisation's Quality Management framework.

The General Manager Quality Assurance and Compliance has independent status within the Organisation and for that purpose:-

- reports directly to the Chief Executive Office and holds office on the authority of the Managing Director;
- has executive or managerial power, authorities, functions or duties, including those relating to the management of the Internal Audit & Quality Management function itself.

Executive Management has determined that the General Manager Quality Assurance and Compliance shall:-

- have the right of access to all premises of the Organisation and the right to inspect all correspondence, files, records, accounts and all other forms held by the Organisation as is necessary to properly perform their duties;
- have the right to require all managers and supervisors of the Organisation and its controlled entities to supply such information, explanations and documentation as is necessary for the performance of their duties;
- receive every assistance from relevant staff whilst carrying out their duties.

The General Manager Quality Assurance and Compliance is responsible to the Chief Executive Officer for the following activities:-

- appraising the adequacy of controls in the Organisation's Quality Management Systems;
- evaluating the adequacy of controls in the Organisation's computing

and communications systems;

- reviewing policy and procedures and recommending improvements to existing processes and procedures, including the development of Safety operating procedures, where appropriate;
- ensuring that effective quality management strategies and policies are in place;
- reviewing the Organisation's quality management guidelines, policies and procedures;
- reviewing the adequacy of the quality management framework;
- reporting significant risk exposures and serious incidents of non-compliance to quality management;
- ensuring that appropriate resources are directed towards areas of high risk;
- overseeing the effectiveness of the Organisation's compliance framework;
- assessing the extent of compliance with relevant legislation, regulations and industry codes;

Tony Rankine — Quality Assurance & Compliance



- assessing the extent of compliance with Organisation and/or other relevant policies, guidelines and procedures;
 - appraising the efficiency and effectiveness with which Organisational resources are employed;
 - assessing the accuracy and adequacy of management information;
 - providing advice on a range of administrative matters;
 - conducting ad hoc and confidential investigations at the request of the Chief Executive Office.
- The scope of the Internal Audit & Quality Management program shall include the total activities and operations of:
- all operational and administrative departments, organisational and functional units and centres of Beattie Transport;
 - all auxiliary operations; and
 - all controlled entities.
- A comprehensive annual work plan has been prepared which ensures an effective and regular audit is conducted of all high risk quality management activities. The auditing process begins in January 2013.



Tony Rankine – General Manager QA & Compliance

TOMORROW – YOUR REWARD FOR WORKING SAFELY TODAY

Conformity is the act of matching attitudes, beliefs, and behaviors to group norms. At work conformity (compliance) to company policy and procedural requirements is essential for a number of reasons, including your own personal safety.

Although peer pressure may manifest negatively in the workplace, conformity can have good or bad effects depending on the situation. For example, always conducting a risk assessment before undertaking a new task is an important step in protecting yourself, your fellow workers and your job, as well as (for the company) complying with the law. It helps you focus on the risks that really matter in your workplace – the ones with the potential to cause real harm. On the other hand, conformity to peer pressure to just get on with a job without considering, or controlling, the potential risks could result in a disaster. In other words, look after yourself.

In many instances, straightforward measures can readily control risks, for example ensuring spillages are cleaned up promptly so people

do not slip, or cupboard drawers are kept closed to ensure people do not trip. Do something about it. Don't wait to be told. For most, that means simple, cheap and effective measures to ensure your most valuable asset – your own health and safety – is protected. Show some leadership and visibly demonstrate your commitment to safety to others.

As conformity is a group phenomenon, factors such as group size, unanimity, cohesion, status, prior commitment, are all important in helping to determine the level of conformity an individual displays. As a Manager or Supervisor empower your people to stop think and plan. Set clear expectations; involve and communicate safety issues with your team; and, regularly thanks your team for their safety efforts.

It is important however, to understand that all employees must take reasonable care to protect their own health and safety, and the health and safety of others that may be affected by their actions or omissions at work.

Employees' responsibility for health and safety only extends to things that they have control over. However, they must also cooperate with their employer in ensuring health and safety in the workplace.

In particular, employees must:

- use equipment provided to protect health and safety
- follow reasonable instructions the employer gives on health and safety
- ensure they are not so affected by alcohol or drugs to endanger their own or any other persons' health and safety.

Actively participating in health and safety means that you all need to take positive steps to resolve health and safety problems. If you believe work is unsafe, health and safety instructions are unreasonable or arrangements intended to protect health and safety are not effective, you should report these problems and take appropriate action to protect yourself.

Play the game – work safely and encourage your workmates to do the same for the sake of the tomorrow reward.

Tony Rankine – General Manager QA & Compliance

Once upon a time there were three Depot Managers. One Manager built a depot of straw while the second Manager built his depot with sticks. They built their depots very quickly and then sang and danced all day because they were happy with their lot. The third Manager worked hard all day and built his depot with bricks.

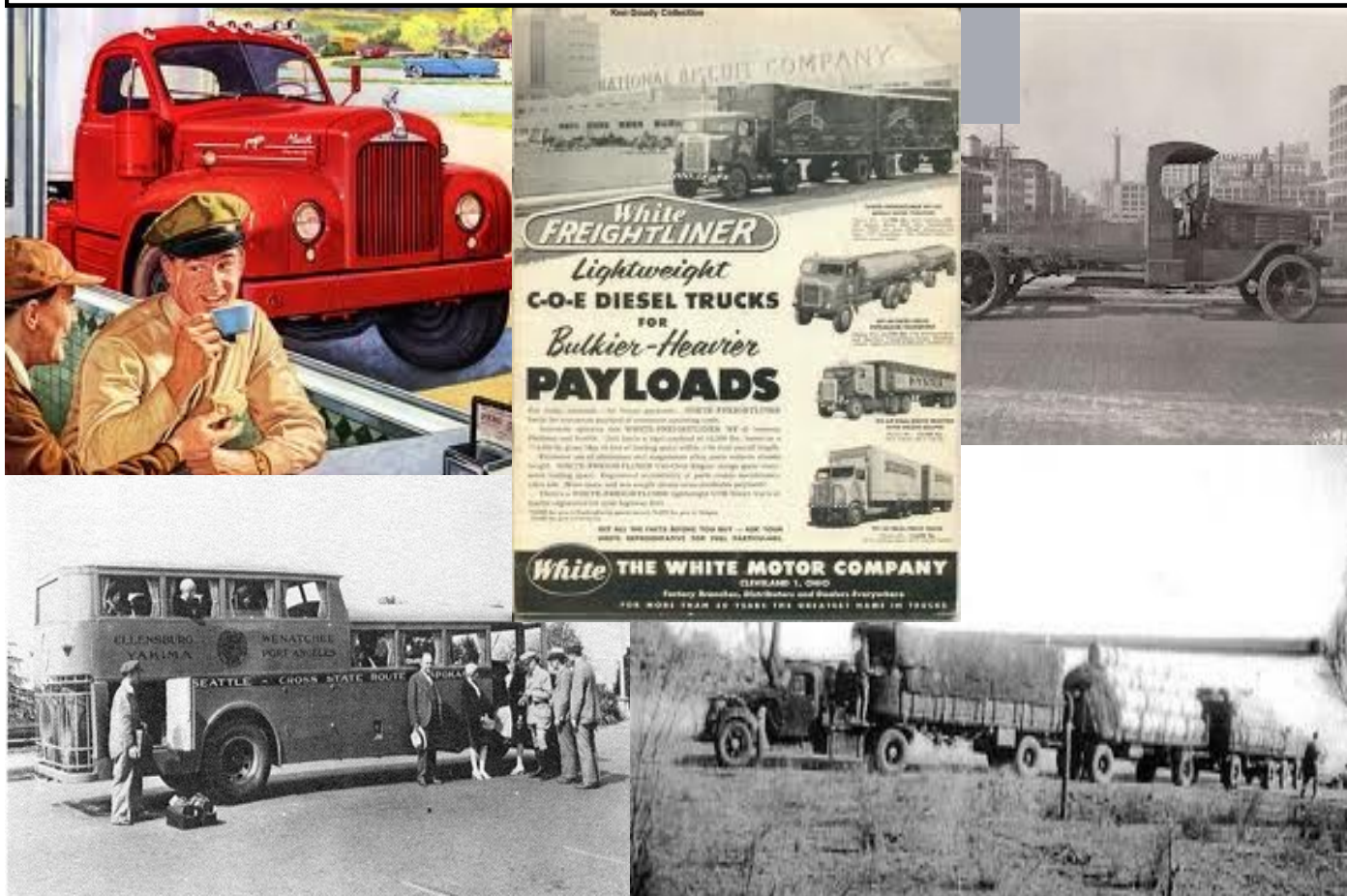
A big bad auditor saw the two Managers while they danced and played and thought, “What can I do to change them!” He chased the two Managers and they ran and hid in their depots. The big bad auditor went to the first depot and huffed and puffed and blew the depot down in minutes. The frightened Manager ran to the second manager’s house that was made of sticks. The big bad auditor now came to this house and huffed and puffed and blew the depot down in hardly any time. Now, the two managers were terrified and ran to the third manager’s house that was made of bricks.

The big bad auditor tried to huff and puff and blow the depot down, but he could not. He kept trying for hours but the house was very strong and the managers were safe inside. He tried to enter through the chimney but the third manager boiled a big pot of water and kept it below the chimney. The auditor saw it and said to himself, now the message has sunk in.

The two managers now felt sorry for having been so slack. They too built their depots with bricks and lived happily ever after.



BLASTS FROM THE PAST



Tony Shackell — State Manager –Brisbane

Beattie Transport – Queensland

Queensland, since the last quarter, has seen some major changes in Operations and Administration. We not only received new offices, but we also have four new staff members also. I would like to introduce them to everyone:

We would like to welcome Scott Partington, Ian Coombes and Jon Nichols in Operations and Nicole Shallcross in Administration. Together, they bring a wealth of knowledge to our Queensland Operations.

The end of the year saw Queensland with a very busy work load leading up to the Christmas break and I would like to say a big thank you to our Company Drivers and Sub Contractors for their patience in all the different ways in

which we had to configure the trailers to get the job done.

January saw a slow start to the year, with not much going to the LNG sites around Roma Injune, but in saying that, QLD rail have really stepped up to the plate mid January by giving us a work load second to none. Due to the flooding in Queensland (thank you ex Tropical Cyclone Oswald!) we were made to look good to the QR Customers. With that, I would like to say thank you to our customers for their support in the last quarter and look forward to the challenges ahead.

Tony Shackell

State Manager Queensland

Ian Beattie—National Fleet Manager

After 23 and half years in the U.S.A. it has been my pleasure to return to Australia and renew my working relationship with Malcolm. He and I drove many a mile in years gone by.

My position with the group is as Fleet and Asset Manager. It has been an interesting last couple of months, learning your computer systems and processes.

One area that I have been working on is the tracking of our equipment and location. Working with Gopal we have implemented a system in Translogix where trailer numbers can be allocated with the press of a button to any Prime Mover and Job Number. Whenever we swap units we can keep up to date from any of our locations.



Trailer Pickup and Return Checklist Recording has been improved upon in our Adelaide yard. With thanks to Matt and crew, we are working on making sure drivers have the equipment and tools required to make their job easier and less down time spent looking for something they do not have on board out in the field. I am working with our other depots to make the transition run smoothly as we move forward.

As of this time we have over 75% GPS trackers fitted to our

fleet and are finding them helpful in keeping up with your locations and being able to keep you safe with their monitoring capabilities.

Changes are in the works to cut back on our losses of equipment due to theft. It has been noted that we have been losing anything from load binders to full tyres on rims. This has not been happening at just one location but all over the country. So should you have any input or ideas to help curb this please let me know.

I am looking forward to working with you all and please feel free to pop in and see me at any time in Adelaide or call me.

Thanks,
Ian Beattie

Rebecca Maloney — Debt Collection

Over the past three months we have seen the debtors ledger decrease as we have become more stringent with the process we have in place. We could significantly decrease the debtors who are not paying us within thirty days by simply ensuring that all PODs are signed and returned in a timely manner. We have some customers who can not pay us without the signed Proof of Delivery, if we do

not have this POD we are unable to invoice these customers. Once all relevant paperwork is provided we then have to allow our customer thirty days to pay from the date the POD and invoice was provided. By improving one small step in our process, we would see a great improvement on where we are today with our debtors ledger. Samantha Beattie and I will continue to

work with our drivers and staff to ensure that we can provide our customer with their required paperwork as soon as possible. Please remember that in addition to dropping PODs into our offices you can provide POD's by MMS to 0458 047 538 Fax to 08 8169 1399 or email: pod@beattietransport.com.au, pod@amocologistics.com.au
Bec

FOR SALE

Engel 60ltr Fridge with Transit Bag (grey) only used once. \$1865.00 (purchased on the 14/12/2012)
If you are interested please contact Wendy Greenwell (Beattie Transport Head Office) on 08 8169 1300

EMPLOYEE OF THE QUARTER ALLAN KELLAWAY



Division: Amoco Queensland

Career: Linehaul Driver, Heavy Haulage

Truck: Argosy Prime Mover

Trailer: Quad Dolly float

Hobbies: Golf

Interests: Motor Sports

Favourite Food: Spaghetti Bolognaise
T-bone Steak

Years in the business as a driver: 35 years

How long have you been with Beattie Transport? Just over 2 years.

Where did you work before coming to Beattie Transport and what did you do there?

Before coming to Beattie Transport, Allan worked for Rocklea Freight as a linehaul driver.

What do you like to do outside of work? Allan enjoys a game of golf and motor sports.

As an employee, Allan typifies what we are looking for in an employee. He brings enthusiasm and determination to the job and along with a willingness to learn new things. Because of that, he has become an important part of our team and we look forward to a long relationship with Allan.

STAY TUNED FOR THE NEXT EMPLOYEE PROFILE – IT COULD BE YOU!