

Item No	Item Description	Group Board Review Committee	Group Director Chief Executive Officer	Group Executive Director People and Process	Group Executive Director Chief Financial Officer (Company Secretary)	Group Executive Director Construction	Company Secretary	BMD Urban Senior Review 3 of 5 required to make a decision ⁴	General Manager Estimating - Group 1 ¹	Regional Manager Estimating – Group 2 ²	Pipework Operations Manager Estimating – Group 2 ²	Construction Manager Estimating - Group 2 ²	Commercial Manager	Project Manager	BMD Legal Counsel	General Manager - Corporate Services	Corporate Communications Manager	National General Manager - Strategy	Notes
Corporate Expenses																			
E1	Approve Entertainment Expenses	N/A	Yes	Yes	Yes	Yes	No	N/A	Yes	Yes	Yes	Yes	No	Yes	N/A	Yes	N/A	N/A	Approval by immediate supervisor of claiming employee
E2	Approve Petty Cash	N/A	Yes	Yes	Yes	Yes	No	N/A	Yes	Yes	Yes	Yes	No	Yes	N/A	Yes	N/A	N/A	
Donations, Sponsorships and Contributions																			
D1	Approve Political Contributions	N/A	Yes	Yes	No	No	No	N/A	No	No	No	No	No	No	N/A	N/A	N/A	No	
D2	Approve Donations and Sponsorships (per occurrence)	N/A	Yes	Yes	No	No	No	N/A	<\$2k	No	No	No	No	No	N/A	N/A	N/A	>\$2k	Where region exceeds \$5k per year, approval by National General Manager - Strategy
Media																			
M1	Approve Media Responses	N/A	Yes	No	No	No	No	N/A	No	No	No	No	No	No	N/A	N/A	No	N/A	
M2	Respond to Media Enquiries (Once Approval is received - M1)	N/A	N/A	Yes	Yes	Yes	No	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	Yes	N/A	
M3	Media Spokesperson	N/A	Yes	No	No	No	No	N/A	No	No	No	No	No	No	N/A	N/A	No	N/A	
Tendering, Estimating and Contract Award (Client Contracts)																			
E1	Approve Authority to Proceed (Process shown in section 7)	>\$15m	N/A	N/A	N/A	N/A	N/A	<\$15m	<\$10m	<\$10m ⁵	<\$10m ⁵	<\$5m ⁵	No	No	N/A	N/A	N/A	N/A	
E2	Approve Authority to Submit (Process shown in section 7)	>\$15m ³	N/A	N/A	N/A	N/A	N/A	<\$15m ³	<\$10m ³	<\$10m ⁵	<\$10m ⁵	<\$5m ⁵	No	No	N/A	N/A	N/A	N/A	If gross margin is less than 6%, regardless of value it must go to Group Board Review
E3	Authority to Enter into a Contract	>\$15m	N/A	N/A	N/A	N/A	N/A	<\$15m	<\$10m	<\$10m ⁵	<\$10m ⁵	<\$5m	No	No	N/A	N/A	N/A	N/A	
E4	Contract Execution	N/A	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
Execution of Specific Documents																			
C1	Deeds	N/A	Yes	Yes	Yes	Yes	Yes	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
C2	Parent or Bank Guarantee	N/A	Yes	Yes	Yes	Yes	Yes	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
C3	Third Party Obligation	N/A	Yes	Yes	Yes	Yes	Yes	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
C4	Letter of Credit	N/A	Yes	Yes	Yes	Yes	Yes	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
C5	Any Document under Section 127 of Corporations Act	N/A	Yes	Yes	Yes	Yes	Yes	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
C6	Subcontract / Consultancy / Plant / Materials / Labour Agreements	N/A	>\$2m	>\$2m	>\$2m	>\$2m	Yes	N/A	<\$2m	<\$2m	<\$2m	<\$250k	No	<\$50k	N/A	N/A	N/A	N/A	
C7	Any other documents (as authorised officers)	N/A	Yes	Yes	Yes	Yes	Yes	N/A	Yes	Yes	Yes	Yes	No	Yes	N/A	Yes	N/A	N/A	
Financial																			
F1	Purchase of Assets	No	>\$10k	>\$10k	>\$10k	>\$10k	No	N/A	<\$10k*	<\$10k*	<\$10k*	<\$5k*	No	<\$2k*	N/A	<\$100k	N/A	N/A	* In conjunction with General Manager - Corporate Services
F2	Sale of Assets	Yes	No	No	No	No	No	N/A	No	No	No	No	No	No	N/A	Yes	N/A	N/A	
Legal Matters																			
L1	Approval of settlement of Claims within project budget or valuations	No	No	No	No	No	No	N/A	Yes	No	No	No	No	No	Yes	N/A	N/A	N/A	BMD Legal Counsel in conjunction with General / Regional Manager
L2	Approval of settlement of Claims outside project budget or valuations	Yes	No	No	No	No	No	N/A	No	No	No	No	No	No	Review	N/A	N/A	N/A	Referred to Review Committee by BMD Legal Counsel
Subcontractors / Suppliers																			
S1	General Project Expenditure (Within Budget)	N/A	>\$2m	>\$2m	>\$2m	>\$2m	No	N/A	<\$2m	<\$2m	<\$2m	<\$250k ⁶	No	<\$50k	N/A	<\$250k	N/A	N/A	
S2	General Project Expenditure (Outside Budget)	N/A	>\$1m	>\$1m	>\$1m	>\$1m	No	N/A	<\$1m	No	No	No	No	No	N/A	No	N/A	N/A	
S3	Approval to Deviate from Standard Payment Terms	N/A	No	No	Yes	No	No	N/A	No	No	No	No	No	No	N/A	Yes	N/A	N/A	
S4	Approval to Deviate from National Suppliers	N/A	Yes	No	Yes	No	No	N/A	No	No	No	No	No	No	N/A	Yes	N/A	N/A	
S5	Approval to Deviate from Regional Suppliers	N/A	No	No	Yes	No	No	N/A	Yes	Yes	Yes	Yes	No	No	N/A	Yes	N/A	N/A	
S6	Approval to Deviate from Standard Insurance Requirements	N/A	No	No	No	No	No	N/A	Yes	Yes	Yes	No	Yes	No	N/A	No	N/A	N/A	
S7	Approval of Sundry Payment	N/A	No	No	No	No	No	N/A	Yes	No	No	No	No	No	N/A	Yes	N/A	N/A	
Human Resources																			
H1	Approve Employment or Termination of Senior Staff	N/A	Yes	Yes	Yes	Yes	No	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
H2	Approve Employee Agreements and Offers of Employment (Salaried Staff)	N/A	Yes	Yes	Yes	Yes	No	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
H3	Issue Severance Agreements	N/A	No	Yes	No	No	No	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	
H4	Engage a Consultant or Contract Employee (more than 3 months)	N/A	Yes	Yes	Yes	Yes	No	N/A	Yes	No	No	No	No	No	N/A	N/A	N/A	N/A	
H5	Engage use of Recruiting Services to finding candidates for employment	N/A	No	Yes	No	No	No	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A	

¹ National: David Moody	⁴ Members are: Craig Althaus; David Moody; Maurice Celotto; Richie Ward; Tim McMahon; David Lano
² NRL (ACT, NSW, QLD): Tim McMahon AFL (NT, SA, VIC, WA): Richie Ward	⁵ Approval by Pipework Operations Manager is required if; work is standalone utilities or drainage tender over \$2m or for any project with pipework greater than \$1m or where the pipeworks are not business as usual
³ - General Manager must sit in on mid-term review for all tenders which will be submitted for Group Board Review - Executive Assistant is to be notified at least 1 week prior to group board review taking place	⁶ Approval in conjunction with Pipework Operations Manager is required for any expenditure with pipework greater than \$1m or where the pipeworks are not business as usual.