

NAANDA

Empowering the people of tomorrow

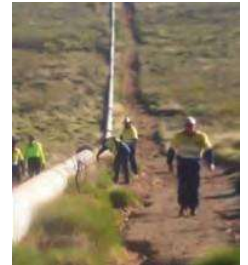
Give a man a fish and you feed him for a day
Teach a man to fish and you feed him for a **Lifetime**



Whilst our business focus is on growth and long-term profitability, our vision is to make a positive difference in the lives of the people we employ.



Naanda Australia creates opportunities and sustainable employment for local Indigenous people, and others in our community.



Skills

This will ideally have a ripple effect, enabling Naanda employees in turn to help other people.



Confidence



Naanda Australia aims to help bridge the gap from Centrelink to financial stability.

Through employment, training, mentoring and support, our people gain skills, confidence, and hope.



Hope

FACILITIES SERVICES • PEST AND WEED CONTROL • LABOUR HIRE

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APPRENTICE MECHANIC
Maggie Tittums



About Naanda

Naanda Australia Pty Ltd is a 100% Aboriginal-owned company based in Karratha, which aims to 'empower the people of tomorrow' by providing sustainable employment for Indigenous and local people.

Experienced Aboriginal businesswoman, Jane Tittums established Naanda in 2010.

Naanda Australia's vision and passion is to make a difference in our local community with the aim of creating and providing sustainable employment opportunities for Indigenous and local people.



Managing Director - Jane Tittums

Aboriginal businesswoman, Jane Tittums, is the passion behind Naanda Australia. The company name is a reference to her Yamatji cultural language group, Nanda, (also spelt Nhandu), located in the Gascoyne and Murchison areas of Western Australia.

A 'Jane of all trades,' she has extensive experience in managing her own businesses and she strives for excellence on all levels. Constantly seeking to improve, she has achieved, or is working towards, the following qualifications:

- Bachelor of Communications (Public Relations)
- Master of Business Administration (pending completion)
- Certificate IV in Workplace Assessment and Training
- Certificate IV in WHS - Work Health and Safety
- Advanced Diploma in WHS - Work Health and Safety (pending completion)

Jane is highly regarded for her strong leadership skills, her attention to detail, and her ability to get things done quickly and efficiently. She has more than 20 years' experience as a certified trainer/assessor, and 9 Years' experience in HSE - Health Safety and Environment.

Jane has previously worked in the Rio Tinto HSE and Training Centres for five years, across the Iron Ore, Salt, and Rail Divisions. Jane has excellent, first-hand understanding of how things work in the private and government sectors.



Our Services

Naanda Australia provides the following services:

- Pest Management Control
- Specialist Weed Control and Mapping
- Vegetation clearing
- Labour Hire
- Cleaning Services
- Ground Maintenance

Our People

Our people are our greatest asset. Given quality training and the opportunity to lead, what they can achieve is amazing.

Where possible Naanda will employ Aboriginal people, who are looking for ongoing employment. We employ people who are local to our operating areas, and we train and support them to sustain the business contract.

Some Naanda personnel have never been employed before, while others have experience, but have been out of the workforce for a while. We help them get back in, by working with them or having them assist other of our workers.

An important part of our role is training and personnel advancement. We provide project specific training, as well as training in HSEQ (Health, Safety, Environment, Quality), JHA (Job Hazard Analysis), Take Five Plans and Journey Management Plans.

We also provide mentoring and support equipping people with skills for the future. If people decide down the track that they want to advance to another job, we encourage them to go for it. It means we can help someone else.



Cleaning Team Conducting Pre-Start



Cleaning Team In-house Training



Naanda Management Site Visit with Cleaning Team



Daily Morning Stretches



Leadership

In our experience as Naanda Australia, Aboriginal people are natural leaders. Sometimes, they just need a bit of encouragement. Not everyone wants to be a supervisor or a mentor, but at Naanda, everyone has the same opportunity.

In one example, when doing weed control and vegetation clearing along a pipeline, the team covered 3.4km in one day under the direction of a management-appointed supervisor. On another day, in their absence, two of the team members stepped up as supervisors, and the team covered more than 5km.

We find people work better, and more efficiently, when they feel empowered. They interact and communicate with each other.

Safety First

'Safety first' is our motto.

Under the expert guidance of WHS / HSEQ training advisor, Jane Tittums, Naanda is committed to making safety a priority for its workforce, its clients, and the wider community. As such, we take all reasonable and practical steps to achieve a safe and healthy working environment.

We have our own health, safety, and environmental management systems, with comprehensive company policies and procedures, and induction programs relevant to our projects. These are reviewed regularly and updated as required.



Our Clients

Naanda Australia has extensive experience working with private industry, including some of the major resources companies, as well as with government departments and select residential clients. Our clients include:

- Woodside
- Ertech
- Sodexo
- Water Corporation
- Brajkovich Demolition
- Rio Tinto
- Mermaid Marine
- Chevron
- Wheatstone
- Land Corp
- Main Roads Department
- Department of Finance

Pre-qualification

Naanda has pre-qualification with all our current major clients. For Rio Tinto, we have Category 3 status, effective 2013, achieving an audit result of 87.5%

Testimonials



Sodexo and Nials Miles Woodside Vice President visit Naanda team



Sodexo and Naanda site visit to Gap Ridge mechanical workshop

We are happy to be on this journey with Naanda. It is an evolving journey that has been a learning experience for both Sodexo and Naanda.

Jane as a Director has proven to be a very astute businesswoman who has measured up to all our expectations. She continues to come up with innovative solutions for Sodexo and her team of employees.

Naanda is always willing to put in the hard yards to get the job done and they are always ready and willing to up-skill to meet the demand of their clients.

It is because of the resilience and commitment of this business that we will continue to support and grow within our business to increase their scopes of work.

HELEN SLATER, INDIGENOUS AFFAIRS AND BUSINESS MANAGER
SODEXO ON SITE SERVICES WOODSIDE

Testimonials cont.



Naanda Signing Water Corporation Vegetation and Weed Control Contract

*As Principals representative for the West Pilbara Sapling Clearing Works,
I have been very pleased with many things during this project.*

Most of all the dedication to the task of the guys and girls on the ground.

*During my visits, the comradery of the group and happy nature of
the team was clearly evident.*

*Additionally, the level of knowledge within the team undertaking the
works has significantly increased throughout the project - both from
a quality and safety perspective.*

*The lessons learned and experiences gained from this contract should be
incorporated for future contract submissions with the Water Corporation.*

All the Naanda Team should be very proud of their achievements - well done.

**DARREN BROAD - PROJECT LEADER
NORTHWEST REGIONAL WATER CORPORATION**

Testimonials cont.



Naanda team member received one-on-one training in HSE hazard and Take 5 processes with Ertech Project Manager Trevor McKell



Robby Mallard Contracting and Ertech Peter McDonald HSE Manager hydrating on Icy Poles during extreme hot days

Ertech decommissioned both Gap Ridge and Bay Village Work Camp in Karratha. 2016 and 2017. During works Ertech engaged Naanda to provide a range of services. These included: degassing over 3,500 air conditioners, day and night gate persons, cleaning offices and ablution blocks, Naanda engaged Indigenous and local contractors to do plumbing, and electrical services.

Naanda strong focus was to labour hire Indigenous, local people and Contractors. Naanda maintained a high professional standard in all the work they carried out for Ertech. Their personnel fitted seamlessly into Ertech's team particularly in terms of their attitude and complying with all our safety standards. It has been a pleasure having Naanda as part of our team.

TREVOR MACKELL - PROJECT MANAGER
ERTECH