

### **Principal & Registered Office**

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www.sitegroupinternational.com

31 July 2013

### **ASX RELEASE**

### **Appendix 4C and Quarterly Review**

The Directors of Site Group International Limited ("Site", ASX:SIT) are pleased to release the Appendix 4C for the three months to 30 June 2013 as well as the Quarterly report to shareholders.

Highlights of the past quarter:

- Continued training revenue and training customer growth throughout the quarter;
- Cash on hand at 30 June 2013 of \$1.5M following receipt of share placement funds;
- Receivables at June have reached \$2.5M;
- Debt free balance sheet with repayment of existing debt facility in full;
- Reduced level of cash backed performance guarantee;
- Additional classroom capacity added in Darwin; and
- Clark utilisation expansion through the recently announced residential PNG program with the Ipatas foundation to commence in FY14.

The Quarterly report to shareholder provides further details on these achievements and other background information on operations in Australia and overseas.

- ENDS -

Andrew Bursill Company Secretary



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# 4 Quarterly Review

to 30 June 2013





# **Vern Wills**

### **CEO & Managing Director**

### **CEO's Review**

Revenues over the full year were dramatically up on last year (\$3.8m 2011-12 vs. circa \$13m 2012-13 representing overall growth of 240%) but short of where Site was expecting as has been previously stated.

This was caused substantially by a massive reduction in mining services related skilled workers being recruited nationally under 457 visas. Site WorkReady experienced cancellation of orders as late as June 28<sup>th</sup> which had a significant effect on SWR performance and therefore the overall SGI results.

Site expects this slowdown in 457 style visas to continue post the election until the end of the calendar year. Having said that Site WorkReady team continues to identify and work with projects where certain skills will not be able to be sourced exclusively within Australia. These projects are underway in W.A, NT and QLD.

Training revenue and training customer growth continues and management is confident the existing facilities and on location delivery will have very sound growth as also previously indicated.

Site Skills Training also continues to gain strong interest from existing customers looking to expand the range of services provided.

In addition recently announced projects including the residential PNG program with the Ipatas Foundation continues to increase utilisation of the Clark facility. Management expects other such projects will be announced in coming months.

In addition management are working towards an expansion of service offering having identified areas of demand for existing and potential clients which would predominantly utilize existing facilities.

Management and staff continue to diligently work on the delivery and expansion of the business and to achieve our previously stated objectives.

I thank all shareholders for their continued support.

Vernon Wills

Chief Executive Officer & Managing Director





# **Craig Dawson**

**Chief Financial Officer** 

# **Client Growth and Facility Expansion**

With the end of financial year upon us, we have been busy preparing the budget for the next 12 months to project the expected results of the operations in support of the continued roll out of the strategic business plan.

In addition we are focusing on the Information Technology and business processes to provide the platform for the future growth of the company. The importance of system development to support the growth, create and provide quality service to our customers through initiatives such as online booking and reporting is seen as critical to the ongoing success of the business. It will provide for expansion into new areas as the group looks to capitalise on the opportunities of its rapidly expanding customer base.

Following completion of the share placement in April, the company repaid the debt facility in full by 30 June 2013. A strengthened cash position of \$1.5m at the end of June will be further supported by the \$383k commitment made by the CEO and Chairman of the company as part of the raising which requires approval by shareholders at the AGM.

Receivables of June have increased to \$2.5m on the back of rapid growth of the company.

Further to the raising, the company is also anticipated to benefit from a lower security requirement on major contracts.

As this security is currently supported by term deposits, this will free up additional capital for the company.

Capex for the quarter to June included an additional 2 class rooms in Darwin where the demand for courses is supported by the activity in the region.

Final payment was made on the Belmont extension, to take the facility to a total of 17 rooms, and on acquisition of further welding equipment in Clark.

The company successfully applied and received its second year Export Market Development Grant. The Grant is reflective of the work done to advertise and market Clark as a world class training facility.

Further work has been completed in marketing the international operations of the business through the development of the recently launched international website www.siteskillstraining.com.

The website highlights the services being conducted in Clark but also reinforces that Site delivers on clients premises in countries such as PNG, Indonesia, Singapore, Chine, UAE, Azerbaijan and others.

Domestically we have seen substantial growth in brand awareness for Site Skills Training with the rebranding strategy and ongoing marketing efforts generating results. The below graph represents the monthly volume of Google searches which include the term "Site Skills Training".





# **Chris Gittens**

**Chief Commercial Officer** 

# **Ongoing Commercial Training Demand**

Domestic and International training revenue continued to grow in the June quarter, but the overall financial performance was dampened by a slowdown in recruitment.

Current market conditions aside, we remain confident that demand for specialist overseas skills will bounce back in early 2014, particularly on major LNG projects in Darwin and the NW shelf.

An agreement with Advanced Training International (ATI) was a significant development for Site as it enhances the capability and service offering of both businesses in the Northern Territory.

ATI is the training manager for the INPEX funded Larrakia Trade Training Centre located in the industrial area of East Arm, Darwin. The ATI board consists of several high profile 'Territorians' including Chairman Michael Martin OAM, and former NT Chief Minister Paul Henderson. The recent appointment of the INPEX General Manager Sean Kildare to the ATI board is again another high profile figure.

International training finished the financial year on a high note with an agreement signed for 120 Papuan New Guinea (PNG) Nationals to attend a pilot training program at Clark, Philippines. The courses in Camp Services, Welding & Fabrication, and Heavy Diesel will be delivered over 12 months with 4 – 6 months of the program conducted at Clark.



Still in PNG, a welder testing program for Clough Curtain JV was conducted at our facility in Clark during May. The testing consisted of various pipe welding tests in material sizes ranging from 50 – 450mm. To meet stringent quality requirement, a new electrode oven was purchased and a mobile dark room for x-raying test coupons was mobilised to the facility. This program was also followed up with welder testing for work at Darwin LNG and the Bayu Undan Gas Field.

Work also continued on implementing a Welding Quality System to comply with American Welding Society standards. This process has since been accelerated with the recent employment of a fulltime Certified Welding Inspector at the facility. The addition of this capability significantly enhances our credentials and ability to service clients with rigorous welder testing requirements.

An additional trainer was deployed to Baku, Azerbaijan in June for McDermott Caspian Contractors to an offshore training role. There were also trainer's deployed to onsite training projects in Singapore, Dubai, Philippines and Brunei. For domestic operations, onsite training continues on a daily basis in the Pilbara region of WA and the developing areas of North Queensland.

The SPEX Malampaya project commenced a second ramp up phase in June with an additional 1,000 persons to be mobilised over the coming months. As of 30 June, over 3,000 candidates had completed training programs at our Philippines training facility.

Moving forward we are continuing to look for new programs to deliver in line with our client requirements and the needs of industry. Our customer base is continually growing and our focus is on developing national and in some instances international training agreements.



# **Blake Wills**

### **Chief Operating Officer**

# **Improving the Training Margins**

In the final quarter of FY13 Site Skills Training continued to achieve growth in training revenues in domestic and international markets as well as an increase in the level of on-site training being conducted.

At current activity levels, each facility has the capability to deliver significant further volumes of training.

One of our focal points in the final quarter of FY 13 was to continue the growth of our first class customer base. This has been achieved through direct business development and marketing activities.

Pleasingly, these efforts have seen Site increase the number of tier 1 and tier 2 contractors whom we service. Site will continue to invest in building relationships with industry and new customer acquisition.

New levels of business activity have resulted in higher direct costs as sub-contractors have assisted to accommodate our expansion.

It is the objective of management to reduce these cost pressures in the first half of FY14. There are

indications in our respective operating jurisdictions that this will be achievable via the recruitment of additional permanent staff and improved operational planning

Management is reviewing the opportunities which exist in the market to provide additional services to our existing clientele.

Site has an opportunity to leverage existing resources in the business to provide the additional services. Communication with clients and market research has indicated that this will be well received by the market.

Ongoing refinement to the business model will occur over the coming financial year as we strive to deliver a scalable business model which can be rolled out across more locations and offer a broader range of services.

Maximising utilisation of existing facilities represents clear growth for the company.





# **Brett McPhee**

**General Manager Site WorkReady** 

# **Opportunities Arising in Additional Recruitment Markets**

The last quarter of the financial year was slow from an international recruitment perspective. Our focus during the quarter has been to push deployments into other locations. A number of deployments have been made into PNG during the period.

This has been supported by deployments into Singapore and Mongolia. Although they are a lower margin, we have been focused on volumes. Orders have been received for the next quarter from clients in Vietnam and Laos.

It is expected that the Australian market for the next two quarters will again be slow due to the up-coming election and uncertainty around metal prices. We continue to push hard on marketing and ensure that we are well placed to react once the market changes.

During July several clients visited Manila for recruitment and others locked in for August recruitment activity.

We see Darwin, West Australia's Northwest and Queensland providing a significant opportunity for Site WorkReady and we will continue to work closely with Site Skills Training's significant database of clients.

The ability to recruit, train and ticket people prior to deployment to Australia is a significant benefit in the marketplace.

During the quarter an MOU was signed with the Chamber of Commerce Industry Western Australia to support each other in the provision of services. We see this as a significant relationship that gives us access to over 8,000 members.

Signed by CCIWA General Manager Workforce Solutions, Nathan Bentley and Site Chief Executive Vernon Wills, the Memorandum of Understanding will provide joint access for members and clients seeking local and international training and recruitment services.

The relationship provides CCIWA clients with greater access to the services of Site Skills Training and Site WorkReady, who operate international on-site and facility based high risk and short course training and deployment for mining, construction, oil & gas and supporting industries.

The relationship with CCIWA is important given the commonality of the CCIWA members and Site industry partners. This strongly aligns the objectives of both organisations to provide an industry partnership model and continue CCIWA strong history in servicing its members and with Site's stated public objective of meeting industry needs on a company by company and project by project basis.





### Shane O'Sullivan

**General Manager Major Projects & Implementation** 

# **Major Contracts Supporting International Training Growth**

With the award of the Malampaya HSE training contract in June 2012 and the commencement of operations in September the regional profile of the Site Skills Training facility at Clark in the Philippines has increased substantially.

In the 10 months since the Malampaya HSE Training centre commenced operations almost 3,700 personnel from the Keppel fabrication yard and Shell Philippines (SPEX) have been trained in a range of safety related programs. The focus of these initial programs has been to improve the safety awareness and behaviour of all of the tradesmen involved in the fabrication process at Keppel's yard in Subic Bay.

With the project due to proceed to the offshore phase in 2014 preparations are currently underway, in conjunction with SPEX, for the development of specialist training modules to support these operations. This will involve Site achieving international accreditation through the Offshore Petroleum Industry Training Organisation (OPITO) a task that commenced in June this year with the assistance of our compliance team.

June 2013 saw the signing of an agreement between Site, Orion Group and the Ipatas Foundation of PNG to conduct a Pilot Program for the delivery of vocational training to 120 selected candidates from Enga province in Clark.



The project aims to provide candidates from the remote Enga province in the PNG highlands with residential training programs in Clark in one of the three identified, in demand trades of Heavy Diesel Fitting, Fabrication and Camp Services (Hospitality and Cookery Skills).

These three key trades have been identified as viable, sustainable pathways for PNG nationals to gain employment in the developing PNG resources sector and help overcome the effects of rural disadvantage experienced in the remote regions. The full 12 month program, consisting of 4-6 months in the Philippines and a similar period of workplace based training, should see the 120 candidates qualified with either a Certificate II or III in their chosen trade.

The objective is for the candidates to reach a full qualification with long term sustainable employment.

With the three Pilot courses due to commence shortly at Clark, a three-man team comprising of Site and Orion personnel travelled to Wabag in Enga province to conduct an assessment campaign for all those who had applied for a position. The expectation of between 200-300 likely candidates attending the assessment program was quickly swamped by an estimated 800 individuals arriving on the first morning.

With the assistance of local government officials and the Wabag Police detachment, the huge crowd was eventually organised into 12 classrooms where the Literacy and Numeracy testing was conducted. In all, the team conducted assessments of some 660 interested applicants, all vying for an opportunity to travel to the Philippines and further their education.

The process of shortlisting, medical checks and passport applications is currently underway with first deployment shortly.



### Brisbane CBD

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Phone: +61 7 3114 5188

### **Site Skills Training**

### www.siteskillstraining.com.au

### Winnellie (Darwin)

142 Coonawarra Road, Winnellie NT 0821

Operations Manager: Ian Cole Phone: +61 8 8947 5050

### Belmont (Perth)

72-80 Belgravia St, Belmont WA 6104 Operations Manager: Noel Cheney

Phone: +61 8 6500 0114

### www.siteskillstraining.com

### Clark Freeport Zone (Philippines)

Centennial Road, Clark Freeport Zone, Philippines 2023

Operations Manager: Chris Gittens

Phone: +63 45 499 1434

### Site WorkReady

### www.siteworkready.com

### Perth CBD

Level 6, Gledden Building, 731-737 Hay St,

Perth WA 6000

Phone: +61 8 9226 3318

### South Trees (Gladstone)

17-19 South Trees Drive, Gladstone QLD 4680

Operations Manager: Mandy Lutteral

Phone +61 7 4979 1722

### Landsborough (Sunshine Coast)

219 Forestry Road, Landsborough QLD 4550

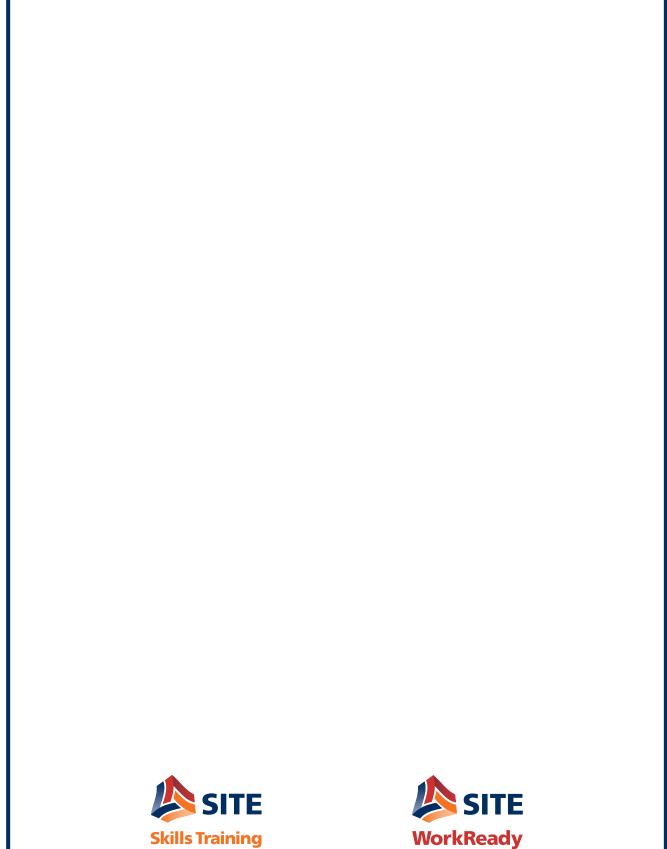
Operations Manager: Phil Noble

Phone: +61 7 5494 8924

### Makati City (Manila)

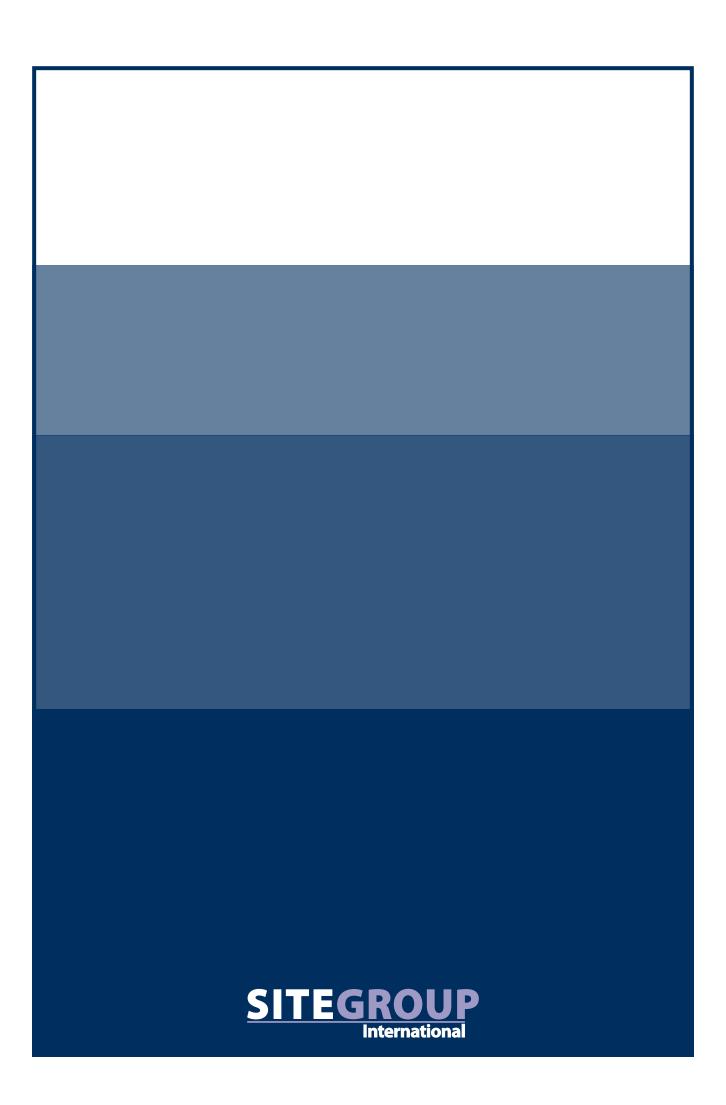
3/F Mary Kay Building, La Fuerza Compound, 2241 Don Chino Roces Ave, Makati City 1231

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Rule 4.7B

# **Appendix 4C**

# Quarterly report for entities admitted on the basis of commitments

Introduced 31/03/00 Amended 30/09/01, 24/10/05, 17/12/10

Name of entity	
Site Group International Limited	
ABN	Quarter ended ("current quarter")
73 003 201 910	30 June 2013

# Consolidated statement of cash flows

			Current Quarter	Year to date		
Cash flows related to operating activities			\$A'000	(12 months)		
				\$A'000		
1.01	Receipts from o	customers	4,041	11,612		
1.02	Payments for	(a)staff costs	(1,421)	(5,167)		
	(b)advertising and marketing (c)research and development		(84)	(391)		
		(d)leased assets	(6)	(33)		
		(e)other working capital	(3,702)	(11,513)		
1.03	Dividends rece	ived	-	-		
1.04	Interest and or received	ther items of a similar nature	23	55		
1.05	Interest and ot	her costs of finance paid	(13)	(79)		
1.06	Income taxes p	aid	-	-		
1.07	Other (provide	details if material)	-	-		
			(1,162)	(5,516)		
	Net operating	cash flows				

<sup>+</sup> See chapter 19 for defined terms.

		Current Quarter \$A'000	Year to date (12 months) \$A'000
1.08	Net operating cash flows (carried forward)	(1,162)	(5,516)
	Cash flows related to investing activities		
1.09	Payment for acquisition of:		
	(a) businesses (item 5)	-	-
	<ul><li>(b) equity investments</li><li>(c) intellectual property</li></ul>	-	-
	(d) physical non-current assets	(317)	(1,689)
	(e) other non-current assets	(31/)	(1,009)
1.10	Proceeds from disposal of:		
	(a) businesses (item 5)	-	-
	(b) equity investments	-	-
	(c) intellectual property	-	-
	(d) physical non-current assets	-	-
	(e) other non-current assets	-	-
1.11	Loans to other entities	-	-
1.12	Loans repaid by other entities	-	-
1.13	Other (Cash securing bank guarantees)	(5)	(505)
	Cash acquired with Axis Training Group	-	47
	Net investing cash flows	(322)	(2,147)
1.14	Total operating and investing cash flows	(1,484)	(7,663)
	Cash flows related to financing activities		
1.15	Proceeds from issues of shares, options, etc.	3,192	10,451
1.16	Proceeds from sale of forfeited shares	-	-
1.17	Proceeds from borrowings (includes convertible notes)		250
1.18	Repayment of borrowings	(648)	(1,648)
1.19	Dividends paid	_	-
1.20	Other (Transaction costs on shares issued)	(163)	(508)
	Net financing cash flows	2,381	8,545
	Net increase (decrease) in cash held	897	882
1.21	Cash at beginning of quarter/year to date	567	586
1.22	Exchange rate adjustments to item 1.20	(1)	(5)
1.23	Cash at end of quarter	1,463	1,463

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<sup>+</sup> See chapter 19 for defined terms.

# Payments to directors of the entity and associates of the directors Payments to related entities of the entity and associates of the related entities

			Current Quarter \$A'000					
1.24	Aggregate amount of payments to the partie	s included in item 1.02	106					
1.25	Aggregate amount of loans to the parties inc	eluded in item 1.11	-					
1.26	Explanation necessary for an understanding The payments at 1.24 are for management		00					
	The payments at 1.24 are for managemen	it lees and directors le	es.					
No	on-cash financing and investing ac	tivities						
2.1	Details of financing and investing transactions which have had a material effect on consolidated assets and liabilities but did not involve cash flows  N/A							
2.2	Details of outlays made by other entities to establish or increase their share in businesses in which the reporting entity has an interest  N/A							
	nancing facilities available I notes as necessary for an understanding of the position	эп.						
		Amount available \$A'ooo						
3.1	Loan facilities	\$A 000	- SA 000					
3.2	Credit standby arrangements	-	_					

<sup>+</sup> See chapter 19 for defined terms.

# Reconciliation of cash

show	nciliation of cash at the end of the quarter (as n in the consolidated statement of cash flows) e related items in the accounts is as follows.	Current Quarter \$A'000	Previous Quarter \$A'000
4.1	Cash on hand and at bank	1,463	567
4.2	Deposits at call	-	-
4.3	Bank overdraft	-	-
4.4	Other (provide details)	-	-
	Total: cash at end of quarter (item 1.23)	1,463	567

# Acquisitions and disposals of business entities

			Acquisitions	Disposals
			(Item 1.9(a))	(Item 1.10(a))
5.1	Name of entity			
5.2	Place	of		
	incorporation registration	or		
5.3	Consideration for			
	acquisition disposal	or		
5.4	Total net assets			
5.5	Nature of business			

# **Compliance statement**

1	This statement has been prepared under accounting policies which comply with
	accounting standards as defined in the Corporations Act (except to the extent that
	information is not required because of note 2) or other standards acceptable to ASX.

2	This state disclosed.		/ <del>does_not</del> *	(delete	one)	give	a true	and	fair	view	of the	matters
Sigr	ı here:	(Directo	r/Copapilary	secretar		Date	:31	July 2	.013			
Prin	it name:	Verno	n Wills									

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<sup>+</sup> See chapter 19 for defined terms.

### Notes

- 1. The quarterly report provides a basis for informing the market how the entity's activities have been financed for the past quarter and the effect on its cash position. An entity wanting to disclose additional information is encouraged to do so, in a note or notes attached to this report.
- 2. The definitions in, and provisions of, *AASB 107: Statement of Cash Flows* apply to this report except for any additional disclosure requirements requested by AASB 107 that are not already itemised in this report.
- 3. **Accounting Standards.** ASX will accept, for example, the use of International Financial Reporting Standards for foreign entities. If the standards used do not address a topic, the Australian standard on that topic (if any) must be complied with.

<sup>+</sup> See chapter 19 for defined terms.