

CAPABILITY STATEMENT

MEET ECOCREWS

EcoCrews delivers high-quality environmental and landscape works for civil construction, local government, infrastructure, and commercial projects.

EcoCrews is a social enterprise of Campbell Page which has delivered more than 175 land management projects since 2015, from Cape York QLD to the NSW/VIC border.

We take pride in being scalable and flexible, allowing us to deliver a range of environmental services on-time and on-budget at various locations across Australia.

Our team of environmental and management experts work closely with clients to ensure that EcoCrews consistently delivers optimal environmental outcomes that meet project requirements and priorities.

As a social enterprise certified by Social Traders and a member of the Infrastructure Sustainability Council (ISC), we not only provide environmental benefits but also social benefits for individuals and communities.

Our projects establish employment pathways, providing experience, skills, and accredited training for diverse members, including Indigenous people, women working in non-traditional roles, and the long-term unemployed, with a focus on economic development of communities.

Being a social enterprise, we are committed to creating positive social impact. Our parent organization, Campbell Page, is a not-for-profit organization with over 60 offices across NSW, VIC, QLD, and SA, and all profits are reinvested back into programs that support local people and local communities.





OUR SERVICES

EcoCrews specialises in providing high-quality, end-to-end environmental and landscaping services for a range of projects. Our services include:

- Revegetation and maintenance
- Weed control
- Soft landscaping
- Wildlife corridors creation
- Environmental training
- Collection and propagation of seed
- Construction of rural fencing
- Flora and Fauna surveys
- Minor erosion control
- Marine & estuary debris clean-up

OUR PROCESS

EcoCrews will work with you to:

DETERMINE

what land based/ environmental work is required.

DESIGN

the scope of environmental works. Define specified social and sustainability targets and identify the Crew structure needed.

RECRUIT

within the community to build a diverse and engaged workforce.

EMPLOY

Crew members supported by an experienced Supervisor.

COMPLETE

scoped works, achieve project targets and provide integrated accredited training to Crew members.

LEGACY

creation for the environment and the community.

WHY CHOOSE ECOCREWS?

Whether you're looking to achieve positive environmental outcomes or make a difference in the lives of individuals and communities – EcoCrews is here to help you get growing.

We make it easy – EcoCrews will support you through the planning and execution of your environmental project to achieve positive outcomes.

We keep it simple – works are managed in line with your environmental and social measures and progress reported to you using rigorous yet simple processes.

We make it safe – underpinned by our WHS ISO45001:2018 accreditation, we deliver high quality works in an environment that is safe for both our customers and Crews.

We are experienced – EcoCrews is backed by mature corporate processes that can flex and adapt to specific requirements.

We will help you achieve your CSR targets – EcoCrews is underpinned by Campbell Page's 35 plus years of social impact experience and will help you realise your social impact objectives.

We are for good – EcoCrews is a social enterprise certified by Social Traders and a member of the Infrastructure Sustainability Council.

OUR PROJECTS

A snapshot of some of our projects and the organisations we're proud to support.



COASTWATCHERS: The Cores, Corridors & Koala Project

By connecting fragmented pockets of habitat, 'Cores, Corridors and Koalas' hopes to stem the tide of mass extinction in Australia, bring communities together and create better economic resilience in Australia.



EUROBODALLA SHIRE COUNCIL: Habitat regeneration

Over 3,500 natives have been planted across 1 kilometre of land connecting the wetlands of Coila Lake and the coastal woodlands creating the corridor.

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NSW WILDLIFE SANCTUARY: Protecting and enhancing the natural environment

Supporting the work of a wildlife sanctuary and rehabilitation site by undertaking fencing, weed control and planting to provide a wildlife corridor as well as feed for foraging native animals.



LOCAL LAND SERVICES: Rebuilding Rosedale beach

A collaborative project between Rosedale Landcare, Eurobodalla Council and EcoCrews has seen bushland at Rosedale beach brought back to life following the devastating Black Summer Bushfires.

ENVIRONMENTAL CAPABILITY

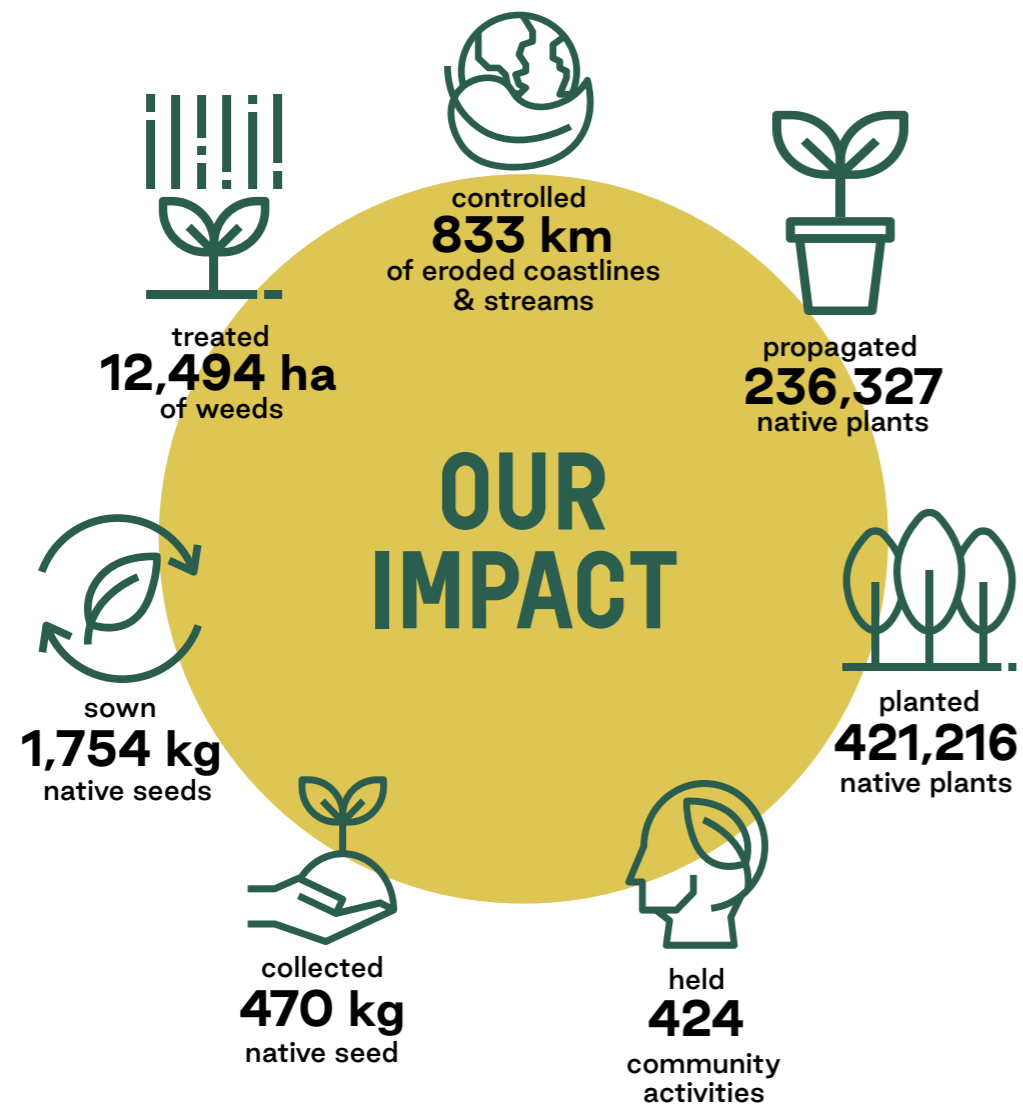
EcoCrews' experienced professionals have a range of environmental and management expertise that will help you meet your targets.

We offer a high level of knowledge and experience in:

- Increasing biodiversity and protecting natural ecosystems through local native plant selection and targeted weed management.
- Revegetation to improve depleted and degraded environments.
- Increasing habitat connectivity through the development of wildlife corridors, fencing and targeted revegetation.
- Sourcing, propagation, and direct seeding of native seed to ensure continuation of local ecosystem integrity.

Our experience in developing strong community partnerships through effective stakeholder engagement, supports project planning and execution, to achieve positive outcomes.

Our team of experts will support you at every step from project design and planning to execution and review, to provide seamless best practice environmental works that reliably fulfill project requirements.



Crew member Jye planting seedlings to revegetate a wildlife corridor in Coila NSW, supporting koala habitat restoration.



CASE STUDY

PROTECTING NATIVE WILDLIFE & BUILDING BIODIVERSITY

EcoCrews were engaged to restore habitat at Bingie, Coila and Meringo on the South Coast of NSW with the creation of wildlife corridors for native fauna. Crews planted over 4,500 carefully selected natives to create the corridors and support regeneration and enhance biodiversity.

Following unprecedented rainfall, access to the site was difficult across waterlogged lush pasture. To avoid ground disturbance Crews limited vehicular access and traffic to essential vehicles only – everyone else had to walk.

To ensure biodiversity, a range of tubestock was selected with a variety of local native canopy, shrub and grass species from a local supplier selected to ensure that we were augmenting an environment consistent with the existing ecosystem.

Biodegradable guards and stakes were used to protect against predation and vandalism by mature and juvenile macropods whilst ensuring that there was no adverse impact on the local environment as the guards and stakes break down naturally.

Regular monitoring and inspection of the revegetation site revealed macropod predation and vandalism was apparent. This impact was reduced by deploying a non-toxic macropod deterrent product, infilling damaged plants and replacing damaged guards.

Crews built macropod gates to enable entry/egress from the wildlife corridor and enhanced the existing fencing to reduce the adverse impact of the fence upon macropod behaviour.

“EcoCrews worked on our property over a number of months. I was impressed by their knowledge, initiative and reliability especially given the adverse weather and conditions during that time. Their work has really helped improve and secure the biodiversity on our property which will provide benefit for future generations.”

Joanne – Property Owner.

**“I WAS REALLY IMPRESSED BY ECOCREWS
PROFESSIONALISM, SKILLS AND DEDICATION.”**

Joanne – Property Owner

SOCIAL & COMMUNITY IMPACT

EcoCrews is passionate about creating and enhancing employment pathways via experience, skills development, and accredited training, while delivering high quality projects tailored to environmental and organisational needs and requirements.

Our Crews are recruited with emphasis upon diversity and inclusion, ensuring accessibility for young people in a local workforce, and on fostering long-term resilience in communities.

EcoCrews leave a positive social legacy within local communities by providing job opportunities that generate social and environmental impact.

We leverage partnerships within the local areas and the non-profit sector to increase our impact in the regions in which we operate.

Our strong brand enables us to actively utilise our networks and social media to connect with stakeholders and the wider public, providing opportunities to engage and share our valuable work.

EcoCrews are experts at:

Assembling local, diverse workforces.

- 14% of current Crew members identify as Aboriginal and Torres Strait Islander.
- 54% identify as female.
- Average age is under 25.

Increasing diversity, inclusion, and accessibility, by:

- Increasing female employment in non-traditional roles and supporting gender equality.
- Meeting the needs of Indigenous and Culturally and Linguistically Diverse (CALD) Crew Members with cohort-specific mentoring services.
- Collaborating with local Indigenous organisations to ensure work is completed with cultural sensitivity and guidance.
- Developing training pathways and supporting Crew Members to undertake accredited training.
- Creating supportive, safe and collaborative workplaces.

Creating long-term change and resilience in communities, by:

- Creating entry-level opportunities to get people into work.
- Filling local skill gaps by providing local training opportunities.

EcoCrews uses the capability of Campbell Page which has been committed to social outcomes since 1985. Campbell Page has delivered a variety of different programs focused on:

- Employment, including for Indigenous Australians or those with reduced work capacities and significant barriers to employment.
- Pathways into employment and training.
- Education and training, including alternative education and Aboriginal preschool.
- Youth emergency accommodation.
- Linking young Aboriginal people into mainstream services.
- Supporting young Aboriginal people who are at risk of becoming or are homeless.



Crew members at their graduation ceremony.

CASE STUDY

CULTIVATING CAREERS: JAYMES' STORY

"EcoCrews gave me the skills, experience, and confidence to find my dream job. I'm in a better position to provide for my kids with stable employment and I love that every day I get the chance to connect with my community, engage with culture and Work On Country." - Jayme.

Jayme* was looking to return to the workforce after the birth of her two children. As a member of the local Indigenous community, she had a strong desire to Work On Country, but didn't have the skills, experience or qualifications she needed to find this type of work and didn't know where to start to gain them.

Jayme learned about EcoCrews through a local community service organisation and was successful in gaining a paid Crew Member position. Over 6 months she worked on a range of projects learning critical bush regeneration techniques to gain hands on experience and support significant environmental outcomes.

Recognising the importance of practical skills building supported by accredited training, EcoCrews partnered with a Registered Training Organisation to allow Crew Members, including Jayme, to complete a Certificate II in Conservation and Ecosystem Management. Crew Members understanding was further enhanced through cultural exchanges led by local Indigenous Elders to share traditional land management practices.

As a working mother, Jayme had a lot to juggle. Adding to this, she didn't have access to a vehicle which made getting from site to site for work challenging. EcoCrews supported Jayme by creating a central pickup and drop off point where she was collected in an EcoCrews work vehicle that safely transported her to worksites and back again.

To help Jayme achieve her long-term career goals, EcoCrews provided Jayme with a range of introductions to key partners and community organisations to identify potential roles and opportunities that would prepare her for work.

As a result of her experience as part of a Crew and her dedication and hard work, Jayme landed a permanent job with the Local Aboriginal Land Council, (LALC) achieving her dream of Working On Country and giving back to her community, an opportunity she feels wouldn't have happened without the support of EcoCrews.

"I'M SO PROUD OF WHAT I HAVE ACHIEVED!"

Jayme - EcoCrews Graduate



OUR TEAM

We retain a highly experienced management team including:



TIM CAHILL - GENERAL MANAGER

Management and Project Management background, including Green Army Operations for Campbell Page, across a variety of industries in Australia, UK and Europe, including local government and professional services.



MARK GREEN - OPERATIONS MANAGER

Substantial and varied experience in the Natural Resource Management and Horticultural sectors including as a Green Army Operations Manager across NSW, QLD, ACT, TAS and SA.



CORIN MITCHELL - COMMERCIAL PARTNERSHIPS MANAGER

Significant commercial partnership experience, including the co-founding and management of one of the UK's most successful youth skills development companies.



KYLIE STINSON - PROJECT SUPPORT OFFICER

Significant relevant experience, including Project Support, Administrative Management, and Job Placement Field Officer for Campbell Page Employment Services.



JESSICA RICH - PROPOSAL MANAGER

Relevant experience, including Green Army Team Supervisor and Corporate Procurement Officer, including responsibility for Campbell Page Property and Fleet.



MATT ROACH - WORK, HEALTH & SAFETY ADVISOR

From a background in horticulture and bush regeneration, including Team Supervisor and management roles within Campbell Page's Green Army, Matt is responsible for Work, Health & Safety in Campbell Page.

TALK TO US

To find out more, or to engage a Crew contact:

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TIM CAHILL
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Crews planting 2,850 seedlings to revegetate a wildlife corridor in Coila NSW, supporting koala habitat restoration.



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