

THE KEE BOARD

OFFICIAL NEWSLETTER OF KEE GROUP



Photo by Katharyn Quinn

NEWS IN BRIEF

KEE WELL

COADY'S CODE

EMPLOYEE PROFILE

I write to update you all on the progress of our new depot. In the last month, work has started on the new home of **KEE** Group with the structure starting to rise from the ground. Our new home is Casella Place in Kewdale and we anticipate moving in towards the middle of this year.

This new building isn't just about a new yard; it's about turning a vision into reality. It's about growth - not just physical, but strategic, operational, and symbolic. This new yard represents an investment in our future, our people, and our ability to serve our customers better, move faster, and to **KEEP Exceeding Expectations**.

This depot marks a shift for **KEE**. It's not just a new depot - it's a platform for growth. It will give us the space and structure we need to scale, to stay competitive, and to deliver at a higher level across everything we do. It's about preparing for what's next - because what's next is big. Here's to the future - and to the foundations we lay today.

David Cox, CEO

NEWS IN BRIEF

KEE Hire:

KEE Hire has launched into 2026 with strong momentum, commencing the year with a major mobilisation for a valued client at West Angeles. In February, seven rollers were prepared, commissioned and delivered to site, meeting strict project and safety



INTRODUCING KEE WELL

One of the things we admire most about our HR Manager Leane Saget, is the genuine care she shows for the people at KEE. Over the past few months she's quietly been working on something thoughtful and practical for the whole team—an initiative called KEE Well.

We asked Leane to share how the idea for **KEE** Well came about.

“So, the idea came from two places: my long-standing personal interest in wellbeing (from nutrition and yoga to self-development and community engagement), and listening to conversations across the business, particularly around cost-of-living pressures, physical strain on site, and the need for better mental health awareness.

I wanted to create something practical rather than symbolic, a framework that covered more than just one aspect of wellbeing. That's how the four pillars came together: **KEE** Move (physical wellbeing), Mind (mental wellbeing), \$mart (financial) and Social (community).

The goal was to build a simple, accessible hub that reflects everyday realities, whether that's helping someone save money on groceries and fuel through our **KEE** \$mart platform, providing tools for healthier living, sharing mental wellbeing resources, or creating opportunities for stronger team connection.

Leane organised a walk around the Canning River as part of the 'Get Moving' initiative. Teams carpooled to the café before heading off for a relaxed stroll along the riverbank (pictured below).



specifications within a tight timeframe. Across the Pilbara, **KEE** Hire remains active in supporting projects for the Pilbara Ports Authority across multiple ports, reinforcing our capability to provide consistent, compliant equipment solutions throughout the region.

We have also continued our support of the Tonkin Alliance project, with the purchase and deployment of a new Hamm HC130 Oscillating Roller dedicated to the works. This investment reflects our commitment to backing key infrastructure projects with modern, reliable equipment tailored to project demands.

Natalie Martin, On Hire Manager

KEE Surfacing:

We're off to a flying start, with all crews out and about across a range of metro and Pilbara projects. Current works include MRWA night works, and work at Rio Tinto Brockman for a number of clients. At present we have three crews operating in the Pilbara and one crew working across the metro area, keeping the team busy as the year gets underway. All of the new Wirtgen machines have now been unwrapped, and the crews are getting familiar with the new equipment. It's fantastic to see everything up and running as we gear up for what looks to be a productive year ahead. The new machines are already proving a great addition to the fleet, helping ensure our crews have the right tools on hand to deliver quality results on site.

We would also like to officially welcome Darrin Hasset to the team as our new Maintenance Manager. Darrin joins the business with a wealth of experience; working for five years with Wirtgen and seven years with Komatsu.

A huge congratulations as well to James “Coady” Coad on the incredible milestone of 15 years with the business. Congratulations mate — here's to many more years ahead.

Anthony Serpo, Growth & Strategy Mgr



THE COADY CODE

"In the beginning God created the heaven and the earth.
And the earth was without form, and void..."

God sat back, looked over the job and thought, I'd better create someone to check this and make sure everything's straight and on grade... So he created an angel — our asphalt angel — James 'Coady' Coad!

This quarter we celebrate surfacing estimator Coady's 15-year anniversary at **KEE**. His passion for doing the job properly and looking out for his team has helped build our company's solid reputation.

I first met Coady back in 1996 when I was trying to load a paver in Pioneer Road Service's yard in Jolimont. A good-looking, blonde-haired young bloke wandered over and said, "Want a hand, mate?"

Our friendship has lasted a lifetime, and it means a lot.

We love you, mate — not just for your asphalt expertise but for your loyalty to your mates and your constant drive to make every job safe and done properly.

Blokes like Coady don't come along very often — and **KEE** Surfacing simply wouldn't be the same without him.

Clayton Spiers, Director

**"Alone we can do
so little; together
we can do so
much."**

— Helen Keller,,
American author and activist

KEE Logistics:

Rising fuel prices have recently caught the attention of drivers across WA. While there isn't a national fuel shortage as such, global oil prices and a short burst of panic buying have put some pressure on service stations and supply chains.

Much of the price movement has been linked to tensions in the Middle East, which can influence oil markets around the world. However, when drivers rush to fill tanks at the same time, demand can spike temporarily and make stations appear short on supply.

For most drivers, the best approach is simply to keep normal refuelling habits — avoid panic buying, use fuel-price apps to find good prices, and plan trips where possible.

Looking ahead, Australia continues to explore ways to strengthen fuel security through larger reserves, improved refining capability and alternative energy sources.

Western Australia's transport industry is pushing for changes to the heavy-vehicle licensing system, with calls for stricter training requirements for multi-combination trucks. The discussion follows increased road-train traffic across key freight routes, including the Nullarbor. Industry groups say a stronger licensing model, similar to South Australia's, could improve safety and ensure drivers are better prepared to handle large combinations and long-distance freight work

In the office, Rily Marsden-Nash has stepped into the role of Sales Coordinator for Hire and Logistics. Great to have you here Rily!

Brett Thiele, GM KEE Logistics

Source; The Guardian

EMPLOYEE PROFILE

TERRY OUWERKERK: KEE HEAVY HAULAGE DRIVER



KING OF THE NORTH

If you've spent any time around our Port Hedland yard, chances are you've met Terry — one of our most experienced heavy haulage drivers, who knows the roads of Western Australia like the back of his hand. Terry speaks with a thick Australian drawl, slow and easy — the kind of voice that sounds right at home over a crackly UHF radio. His words roll out in the same laid-back rhythm as the country music he listens to on the road — unhurried, dry-humoured and full of quiet confidence. While some kids dream about driving trucks when they grow up, Terry was one of the few who actually followed through — becoming a professional driver and building decades of experience on the road.

“School wasn't really for me,” he said, thinking back to his time in Snowtown SA. “I was a bit of a ratbag. What they'd probably call ‘hard work’ these days.” As a teenager, Terry had a rebellious streak and home life eventually reached the point where his parents decided a change might do him good. At 16, he was sent to live with his older brother in Darwin — and that's where things started to turn around. Terry loved living with his brother. “My brother was the one who pulled my head in,” he admitted. Darwin suited him. From the get-go he was working in a transport yard, loading and unloading trailers. By his twenties, Terry was managing operations for John Bain. “I was doing the deliveries, organising loads... all that sort of stuff,” he said. “I was driving as well as running all his refrigeration.” Darwin still holds a special place for Terry, and he often spends time up there with family. “It's got a great old soul. It's laid back — like an oversized country town,” he said. “You don't have to pay to go and do everything. You don't need a boating licence — you can just buy a boat and jump in it and go.”

When asked if he gets lonely on the roads, he quipped, “The opposite!” The problem for Terry is that after 40 years he knows everyone on the road — so there's no chance of feeling lonely. “Everyone watches out for each other. If you need something, you just ring a mate.” Over the years Terry has worked for Shaw's Transport, John Bain, Collins Transport and Peter Gilbert Transport. He later moved into heavy haulage with Tutt Bryant before joining **KEE** Transport, where he has now been part of the team for nearly nine years. “Terry is the kind of person who simply knows what needs to be done — and gets it done,” said our Commercial Manager, Natalie Martin. “When Clayton set up **KGNC** in Port Hedland to establish **KEE** in the Pilbara, Terry was the first to put his hand up and offer his support. Nearly six years later, he is still doing exactly that.”

When he's not on the road, Terry enjoys catching Barra', watching the footy and spending time with family. He lives with his partner of 17 years, Michelle, and their two boys, Caden (14) and Tyler (12). He has a daughter, Amanda (33), who lives in WA, while his son Bradley (30) lives in Darwin.