

## BARU GROUP PTY LTD

### Capability Statement





## Company Overview



Baru Group is a West Australian Indigenous owned and operated civil and concrete construction company and was established to provide quality products and services to the civil and resources sectors in Western Australia.

We are passionate about the welfare of all employees and providing quality service. We are committed to attaining the highest levels of safe work methods, customer satisfaction and the quality assurance required by our industry.

Our highly experienced team has built an excellent reputation for delivering quality products and services, on time, and on budget. We pride ourselves on our expertise, integrity, safe work methodologies, best industry practices, our quality system, and our user-friendly proactive attitude.



The Baru Group team has demonstrated its flexibility in project operations on the various geographical locations of projects they have been involved in. Our capacity to operate successfully in diverse climates and carry out our construction in various locations is indicative of our expertise in our industry.

We are aware that our valued clients expect and demand a practical approach and “a can do” attitude. Consequently, Baru Group is committed to providing excellent service and building strong lasting relationships based on integrity and trust. We realise that the success of our reputation and business is contingent upon the quality of products and the service we provide and believe there are no exceptions to this rule.



## **Our People & Culture**

At Baru Group, we are proud to be an Equal Opportunity Employer that champions diversity and inclusion across our organisation. We believe a diverse and inclusive workforce is fundamental to creating a collaborative and high-performing culture, where every individual is respected, supported, and empowered to contribute their best. Our policies and procedures demonstrate our unwavering commitment to equity, with a strict zero-tolerance approach to all forms of discrimination, harassment, and bullying across our worksites and offices.

Baru Group's Code of Conduct defines the behaviours and standards that guide our everyday operations. It reinforces our commitment to safety, integrity, customer service, and mutual respect—ensuring that all interactions within our team and with our clients reflect professionalism and fairness. This culture underpins our reputation for delivering works safely, efficiently, and to the highest standards of quality.

We take great pride in the calibre and character of our people. Our teams bring together a wide range of experience, qualifications, and practical know-how—enabling us to successfully deliver diverse and complex projects across regional and remote locations. Their dedication, accountability, and teamwork ensure we meet project objectives on time and on budget, while building strong, long-term relationships with our clients.

At Baru Group, we believe the growth and development of our people is critical to the continued success of our business. We are committed to supporting our team members through structured training programs, mentoring, and leadership development opportunities. By investing in continuous learning and professional growth, we promote a workplace culture of excellence and shared success—resulting in improved job satisfaction, strong team engagement, and the consistent delivery of high-quality services to our clients.

### **Founder – Anne Tallon**

Anne Tallon, a proud Ngarluma woman, was the Founding Director of Baru Group. Born in Broome and deeply connected to the West Pilbara—particularly the Roebourne and Karratha regions—Anne maintains strong cultural and community ties, with many of her immediate and extended family members living on Ngarluma Country.

Anne co-founded Baru Group alongside her husband, Nick Tallon, with a shared vision to build a values-led, Indigenous-owned company that delivers high-quality civil and concrete works while creating meaningful opportunities for local people. Drawing on over 30 years of experience in corporate administration across the construction sector, including her leadership roles at Ballymount Enterprises and Talco Group, Anne was instrumental in establishing the governance, financial systems, and cultural framework that underpin Baru's success.

While Anne has stepped away from operations, she has provided a solid framework ensuring the company remains true to its founding principles of integrity, inclusion and excellence, with cultural guidance to the Board level.

### **Operations Manager – Nick Tallon**

Nick Tallon is the co-founder of Baru Group. With over 35 years of experience in the construction industry across New South Wales and Western Australia, Nick has played a central role in the delivery of major civil and concrete infrastructure projects. He was previously a founding director of Ballymount Enterprises, Civmec, and Talco Group—companies that earned reputations for reliable project delivery and high standards of workmanship.

Nick partnered with Anne to establish Baru Group as a proudly Indigenous-owned and operated business with a strong focus on performance, capability, and community impact. Today, Nick oversees all operational aspects of the company, including project planning, execution, safety, and workforce development. Known for his practical leadership and commitment to client satisfaction, Nick continues to drive Baru's growth and uphold its reputation as a trusted delivery partner across the Pilbara and beyond.

## **Our Capabilities**

Baru Group recognises that success in business relies on completing projects safely, to a high standard and on budget. With these factors in mind, we have assembled a team that brings the following expertise to our operations. In addition, we have the plant, equipment, and materials to undertake a wide range of projects. We use a lightweight aluminium formwork system which we believe to be a world leader in formwork systems for safety, quality and efficiency.

### **Construction**

As identified, Baru Group has extensive experience in all aspects of construction on civil, mechanical and resources projects. Our highly skilled and experienced supervisors are supported by management expertise that facilitates safe and timely completion of projects.

### **Resources Management**

Maintaining accurate and current inventory of all plant, equipment & materials allows Baru Group to be prepared for mobilisation when required. Baru Group values the loyalty and reliability of its workers and encourages diversity, team spirit, cohesiveness, job satisfaction and mentoring. The merits of employing the best people cannot be overstated and we have followed through on our commitment to develop the expertise within Baru Group.

### **Financial**

Our Finance Manager brings a wealth of experience in banking and business management to Baru Group's operations. Attention to detail and records monitoring ensures that accurate and current financial records support our operations.

### **Occupational Health & Safety**

The health, safety, and welfare of all our employees, sub-contractors, clients, and visitors are of paramount importance to Baru Group. Qualifications and experience are essential in maintaining a safe work environment and Baru Group has ensured that these requirements are current in our organisation. We pride ourselves on our track record for incident free projects and demonstrate due diligence with all our employees. All projects are supported by Baru Group's OHS Manual, OHS Procedures, OHS Policy, safe work method statements and other relevant documentation.

### **Indigenous Affairs**

Baru Group acknowledges the traditional custodians of country and has the knowledge and expertise to provide internal/ external advice and training on matters relating to Indigenous employment and cultural affairs.

### **Indigenous Employment Strategy**

Baru Group has developed a durable strategy that incorporates the strengths of its skills base. This strategy has its foundations in our robust understanding of Indigenous culture and the historical events that shape contemporary Indigenous society. This includes the challenges faced by young Indigenous people in all aspects of life. This strategy is further shaped by our team's knowledge and understanding of those principles that support rights for Indigenous people.



## **Environment**

Baru Group recognises the vital importance of environmental sustainability and takes the position that compliance with environmental legislated requirements is a minimum standard. We strive at all times to demonstrate our corporate and social responsibility to operate in ways that go above and beyond these requirements. Our Policy on environmental issues works hand in hand with our Indigenous Employment Strategy. While we ensure compliance with all legislated and other requirements, we always keep sight of the relationship Indigenous Australians have with country.

## **Plant/ Equipment/ Materials**

Baru Group has an extensive range of plant, equipment, and materials on hand. This enables us to undertake projects knowing that required resources are readily available. We are also able to offer training for our employees on the various plant to get them project-ready and to enhance existing skills.

## **Training/ Mentoring**

Baru Group has qualified training expertise that encompasses experience training in remote, regional, and metropolitan environments. This training covers diverse areas such as mental health issues, governance, Equal Opportunity Law, cultural awareness, Consumer Protection, construction skills and Safety issues. This training experience comes with mentoring young people at school and in the workplace.

## **Quality Control**

Baru Group has expertise in monitoring quality systems, and this ensures that our management systems are relevant, current and that satisfy appropriate requirements. Regular reviews of all documentation ensure that record keeping is of a high standard and that our customers receive value for money on all jobs.

## **Continuous Improvement**

Baru Group strives to maintain continuous improvement in its Policies, Procedures and processes. Our innovative style supports the regular monitoring and reviewing of our management systems and this facilitates continuous improvement in all aspects of operations.

## **Communications**

Baru Group believes that an informed workplace enhances safety performance and improves operational functions. We endeavour to keep our work teams informed throughout the duration of all projects and encourage our work teams to regularly report to management on all issues that arise on site. Regular toolboxes and management review meetings facilitate our information sharing processes. We ensure that all on-site teams have the telecommunication devices necessary and that they are in good working order. We also maintain an open-door policy that encourages employees to engage in confidential and informal discussions.

## Baru Group Products and Services

Baru Group has assembled a specialised professional team that is committed to providing our valued clients with excellence in service. We provide - but are not limited to - the following:

- Manufacturing of Precast concrete products & Structures
- Formwork and Concrete Installation
- Civil Construction Projects
- Road Maintenance, grading and dust suppression
- Design and Fabrication
- Mechanical Services / Welding
- Project Management & Constructability
- Estimating & schedule development
- Hire of Construction Labour
- Hire of Form Work Systems
- Hire of Plant and Equipment
- Power Washer Sales (Diesel Trailer Mounted)



Indigenous & Local People



Industry Leading Expertise



Sustainable Solutions



## Key Project Listing

Baru Group has worked on projects that include the following:

- CV05 Conveyor Replacement (1.3km of Conveyor completed in 3 week shutdown) - Dampier Salt (August 2024)
- Gudai-Darri Water Supply Project- Bulk Earthworks (120,000m3) Road Construction - Rio Tinto (April to August 2024)
- Scarborough Gas fields Project - Precast Concrete Pads (Deep Ocean) - Woodside / Fugro (March 2023 to December 2024)
- Dampier Salt CV005 - Civil, Earthworks, Mechanical, Fabrication, Precast footings – Dampier Salt (July 2023 to March 2024)
- Tom Price MEM - Civil Earthworks, Demolition, Concrete, Coatings - Rio Tinto (Jun 2023 to June 24)
- Tom Price Clarified Water Tank - Civil, Earthworks, Poly Welding - Rio Tinto (Sep 2022 to *ongoing*)
- EII Watermain Replacement Works – Civil, Earthworks, Mechanical, Fabrication, Precast footings – Rio Tinto (Sep 2022 to Dec 2022)
- Tom Price Mine - Stacker 88 – Civil and Earthworks – Rio Tinto (Mar 2022 – Jul 2022)
- Mesa J PP1 Drainage – Civil & Structural Works – Rio Tinto (May 2021 – Mar 2022)
- Paraburdoo Primary Crusher South Wall Structural Remediation – Kaefer (Mar 2021 – Apr 2021)
- Tom Price High Grade Plant Fines Handling 10M (SUB 40) Switchroom, Civil & Concrete Package – SCEE (Feb 2021 – Mar 2021)
- Parker Point Car Dumper Drainage Project – Rio Tinto (Dec 2020 – Feb 2021)
- Tom Price Lube Yard Relocation Works – Rio Tinto (Dec 2020 – Jan 2021)
- Tom Price Stacker 15 Drainage Works – Rio Tinto (Oct 2020 – Dec 2021)
- DSL Dampier CV05 Overland Conveyor Foundation Replacement Project – Kempe (Aug 2020 Nov 2020)
- Tom Price Lube Yard Relocation Project – Rio Tinto (Nov 2020 – Dec 2020)
- EMI Stacker Rail Replacement Project – Dampier Salt Limited (Aug 2020 – Oct 2020)
- Lake Mac Leod CV3 Recovery Civil Works – Dampier Salt Limited (Jun 2020 – Jul 2020)
- FMG Iron Bridge North Star Project Stage 2, WWTP/PWTP Concrete & Civils Work Packages – WWS (Dec 2019 – Apr 2020)
- Port Hedland Sheet Pile Wall Remediation & Supply/Install of Precast Wall Panels – Dampier Salt Limited (Dec 2019 – Feb 2020)
- FMG Eliwana, WWTP/PWTP & Power Station Concrete & Civils Work Packages – WWS (Aug 2019 – Dec 2019)
- Tom Price Stacker 15, Rail Replacement – Rio Tinto (Jun 2019 – Sep 2019)
- Structural Integrity Remediation Project, West Pilbara – Kaefer Maicon, Rio Tinto (Apr 2019 – Mar 2020)
- B2 Stacker Rail Sleeper Replacement Project, Brockman 2 - Rio Tinto (Dec 2018 - Sep 2019)
- Twin Boom Stacker Rail & CV300 Project, Civil & Earthworks, Dampier Salt, Port Hedland (2018)
- Wet Salt Dump Bridge, Dampier Salt, Dampier (2018)
- Mundaring Weir Outlet Works Upgrade Stage 2 – Water Corp Contract, Cloughs (2017/2018)
- Fencing and Landscaping, Erramurra Village – Waste Water Services (2017)
- Ring Beam, Erramurra Village – Waste Water Services (2017)
- Repairs to Soft Ground, Line 7 North RSM Workshop, Cape Lambert – Rio Tinto (2017)
- Drop Table Pit Modifications, 7 Mile – Marand (2017)
- Concrete & Formwork Package, Sino Iron Cape Preston Airport – Decmil (2016/2017)
- Civil Works, RSM Facility Cape Lambert – Marand (2016)



- External Demolition Works, Wheelset Laydown Area RSM Workshop Cape Lambert – Marand (2016)
- Drainage Channel, Cape Lambert – Ahrens (2016)
- Concrete Footings and Footpaths at Searipple, Approach Slab and Wedge at Boat Ramp - Ertech (2016)
- Portal Lathe Pit/Footings and Ancillary Works, Cape Lambert – Marand (2016)
- Ring Beam, Port Hedland Landfill Site – Waste Water Services (2016)
- Reinforcement Cages for Culverts – Subcon Technologies (2016)
- Access Tower Foundation, 7 Mile – Kempe (2016)

Baru Group's team have also worked on several other projects in Western Australia that include:

- Newman Water Treatment Plant – Valoriza Water Australia (2015)
- Onslow Waste Transfer Station Upgrade – Ertech (2015)
- Lloyd St Grade Separation – McConnell Dowell (2015)
- Rio Tinto 7 Mile RSM – Firm Construction (2015)
- Precast Yard & Office – Baru Group – Karratha

## Contact Us

Baru Group can be contacted at:

17 Exploration Drive  
Gap Ridge WA 6714

1/35 Darlot Road  
LANDSDALE WA 6059

Postal Address (All Mail):  
PO Box 4161, Alexander Heights,  
WA 6064  
T: (08) 9375 6656  
[admin@barugroup.com.au](mailto:admin@barugroup.com.au)

Nick Tallon  
Operations Manager  
Mob: 0418 943 333  
Email: [nick@barugroup.com.au](mailto:nick@barugroup.com.au)

Andrew Porter  
General Manager  
Mob: 0419 624 925  
Email: [andrew.porter@barugroup.com.au](mailto:andrew.porter@barugroup.com.au)

Website Link:  
[www.barugroup.com.au](http://www.barugroup.com.au)









