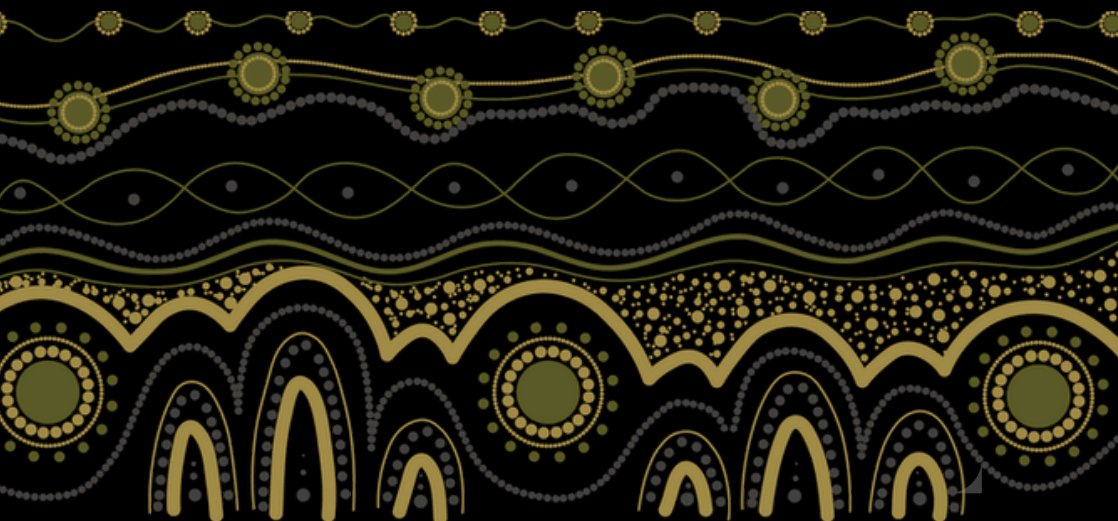


KARDAN

DEMONSTRATING POSSIBLE

CAPABILITY STATEMENT



Digital artwork design by proud Whadjuk woman and Kardan team member Breeana Haynes.

Acknowledgement

We acknowledge the Whadjuk Nyoongar people as the spiritual and cultural custodians of the Country on which our office resides. We also acknowledge the Traditional Custodians across Australia and the Indigenous Peoples beyond our shores.

We pay our respect to Elders past and present, for they hold the culture, stories, and dreams of Aboriginal and Torres Strait Islander peoples. We recognise and respect the wisdom of Aboriginal and Torres Strait Islander ancestors and Elders, their ways of being, knowing, and doing, and their enduring relationship with Country.

We acknowledge Aboriginal and Torres Strait Islander young people, who are our future and our hope. Finally, we acknowledge and respect non-Indigenous people who share our vision for a better future and a fuller expression of Australia's nationhood.



*We are changemakers grounded in culture,
driven by purpose and committed to delivering
with quality, integrity, and heart.*



*Frank Mitchell
Kardan Co-founder and Managing Director
2026 Australian of the Year - Local Hero*

Who we are & our why



DEMONSTRATING POSSIBLE

As a proudly Aboriginal-owned, values-led company, we use every project as a platform for lasting social impact. We create opportunities through meaningful employment, skills development, and partnerships grounded in respect, trust, and shared outcomes.

Where others see contracts, we see pathways — to stronger communities, greater self-determination, and a construction industry that genuinely reflects the people and places it serves.

Founded to close opportunity gaps and elevate Aboriginal participation in construction, Kardan has proven that high-quality project delivery and measurable social outcomes are not mutually exclusive. They are inseparable.

Our culturally safe approach, robust systems, and skilled, committed team have positioned Kardan as a trusted partner to government, industry, and community across Western Australia.



25 Aboriginal trade assistant positions



6 Aboriginal admin traineeships



9 Aboriginal trade apprentices



11 upskilling positions for over-55s



22% of Kardan's workforce are women
- significantly above industry averages



Awarded over \$11 million in contracts
to Aboriginal-owned subcontractors



31 Aboriginal electrical apprentices
(via Kardan's sister company Wilco)

Demonstrating possible



The Kardan Kadadjiny Bidi

We're passionate about improving the well-being of Aboriginal peoples through sustainable employment, upskilling, and business growth.

Although Dwayne and Frank co-founded Kardan in September 2019, they were already active in workforce development at Wilco Electrical, helping establish programs that created opportunities for Aboriginal apprentices, trade Assistants, and administration trainees. Since Kardan's inception, the business has continued this commitment, building on these foundations to create lasting workforce and community impact.

We work closely with Aboriginal employees, businesses, and subcontractors to develop meaningful skills and projects that strengthen mentorship, self-determination, and social and emotional wellbeing.

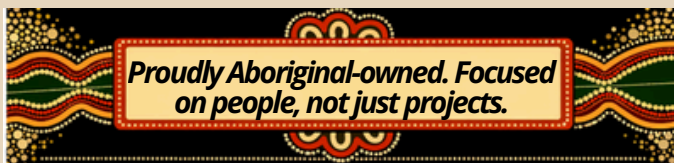
Community Impact

What sets Kardan apart is our commitment to building more than structures — we build opportunities that change lives. We embed culture, inclusion, and sustainability into everything we do, creating real pathways for Aboriginal employment, training, and enterprise.

Backed by a skilled team and trusted partnerships, we deliver projects of all sizes on time, on budget, and with impact that lasts well beyond handover.

Women At Kardan

Meeting quarterly, Women At Kardan creates a safe and supportive space for open discussion, mentoring, and shared action. From site to office to leadership members work together to attract, retain, and develop women across the business. This helps to drive practical change and fosters a workplace where all women can thrive.



Our leadership team



Frank Mitchell
Co-Founder & Managing Director

Frank is a proud Whadjuk Yued Nyoongar man. He is a qualified electrician, project and business development manager with over two decades of experience. He leads Kardan with purpose, focusing on Aboriginal employment, enterprise development, and using construction as a platform for generational change. Frank is one of only a handful of people to have won the WABN 40 Under 40 Award twice, and awarded Australian of the Year – Local Hero 2026. Frank's mission is infused with the cultural values of responsibility and reciprocity. He encourages and challenges us all to think about how we can do better than "business as usual".



Dwayne Rowland
Co-Founder & Construction Director

Dwayne is a proud Palawa man and is widely respected for his outstanding leadership and strong national networks. With extensive experience in executive management, he brings exceptional expertise in stakeholder engagement, infrastructure delivery, and Indigenous economic development. Dwayne's ability to connect vision with action continues to strengthen Kardan's position as a leader in socially impactful construction.



Ken Bohan
General Manager

Ken is a mechanical engineer and registered builder with over 25 years' experience across construction and facilities management. He brings senior leadership expertise in commercial operations, customer relations, and Indigenous and social enterprise engagement.

Key differentiators



Through our Baldja joint venture, we've embedded what we believe is Australia's only guaranteed 10% profit allocation dedicated to supporting Indigenous employees.

Clients trust us not just for quality delivery and safety, but because we help them meet their ESG, RAP, and social procurement goals with integrity and measurable outcomes.



Certified Aboriginal business

Culturally safe & inclusive work environment

WA based & locally committed

End - to - end project delivery

Robust safety & quality systems

Industry leader in self-procurement

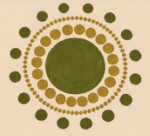
Strong government & corporate experience

ABDWA & Supply Nation Certified Aboriginal business



***Shaping places, supporting people,
strengthening community***

What we do

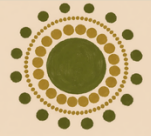


At Kardan, we build with purpose.

Our diverse range of specialist divisions work together seamlessly to deliver comprehensive construction and infrastructure solutions, each grounded in quality, culture, and social impact.



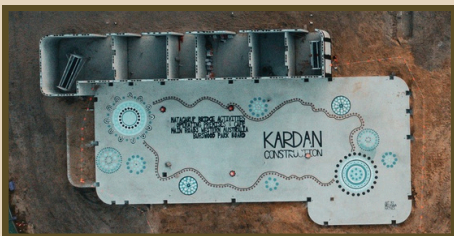
Our capability in action



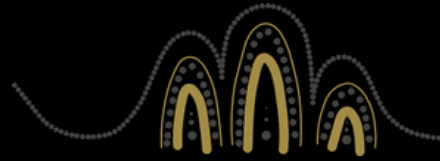
Kardan Construction is the delivery arm of Kardan, providing comprehensive end-to-end building services across commercial and bespoke projects, ensuring seamless delivery from concept through to completion. Known for meticulous attention to detail and strong project management, our approach combines technical expertise, clear communication, and a commitment to quality outcomes that stand the test of time.



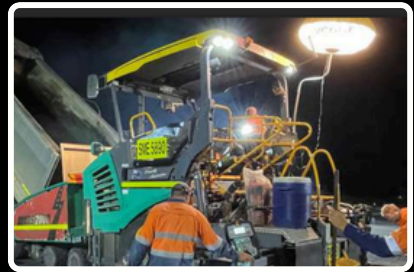
PROJECT
SHOWCASE
Matagarup Zipline
and Cafe facilities
on the banks of
the Swan River



Moorn Bidi



Moorn Bidi is a joint venture between Kardan Construction and Roads 2000, uniting expertise in construction and civil works with a shared commitment to quality, community, and long-term impact. In Nyoongar, Moorn Bidi translates to "black path", which reflects our mission to create Aboriginal career pathways in the road infrastructure and civil construction industry.



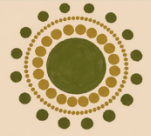
Kardan brings cultural integrity, social purpose, and a strong track record in construction and project delivery. Roads 2000 adds over 30 years of civil construction excellence and industry respect.



More than a commercial alliance, Moorn Bidi is a strong, values-based partnership delivering technical, social, and cultural legacy together.



Kardan Glassworks



Kardan Glassworks is a dedicated division of Kardan Construction, delivering high-quality glazing services across commercial, government, and residential sectors. We specialise in responsive glass replacement, new installations, and project-based glassworks tailored to the needs of facility managers, insurance clients, and construction partners.

We are one of the few glazing teams in WA with an embedded social purpose, combining technical expertise with meaningful career pathways.

Our services include:

- 24/7 emergency glass replacement
- Commercial and residential window and door glazing
- Aluminium framing systems and shopfronts
- Mirrors, splashbacks, and custom glazing
- Insurance work and make-safe services
- Glazing upgrades for energy or security performance

Why choose Kardan Glassworks?

- Fully licensed, experienced glaziers
- Fast turnaround and after-hours availability
- End-to-end project coordination
- Social procurement value through Aboriginal employment
- Integrated with Kardan's construction and maintenance teams

Whether you need one-off responsive repairs or reliable glazing support for ongoing projects, Kardan Glassworks delivers on quality, safety, and social responsibility.



Kardan Paintworks



Kardan Paintworks is our specialist painting and protective coatings division, delivering expert services across commercial, infrastructure, government, and heritage sectors. We provide high-quality finishes with a strong understanding of surface preservation, asset protection, and environmental compliance. Kardan Paintworks also operates a retail store, supplying and delivering a wide range of professional painting and coating products directly to customers.

Our team includes qualified painters and apprentices, many of whom have progressed through our employment pathways for Aboriginal people, mature-age workers, and individuals facing barriers to employment.

Our services include:

- Commercial and industrial painting
- Anti-graffiti protective coatings (certified Dulux installer)
- Heritage restoration and repainting
- High-access and complex surface projects
- Surface preparation, pressure washing, and sealing
- Line marking and compliance painting

What makes Kardan Paintworks different?

- Experience across local government, schools, Main Roads, and heritage buildings
- Social procurement value through Aboriginal and inclusive employment
- Reliable project delivery with minimal disruption
- Integrated with Kardan's construction and maintenance operations

Kardan Paintworks provides quality results with purpose at its core.



Kardan Direct



Kardan Direct is the responsive maintenance and minor works division of Kardan Construction, designed to deliver high-quality, efficient, and cost-effective property services across Western Australia. We specialise in essential works that keep community, commercial, and government assets functioning and looking their best.

Our team includes qualified tradespeople, Aboriginal apprentices, and multi-skilled workers who bring both reliability and a strong social impact to every job. Kardan Direct is a trusted partner for reactive repairs, scheduled maintenance, and minor upgrades, especially in environments where compliance, safety, and trust matter.

Our Services Include:

- General building maintenance and repairs
- Carpentry, plastering, tiling, and patching
- Responsive make-safe and insurance works
- Facility upgrades and minor refurbishments
- End-of-lease repairs and dilapidation works
- Ongoing maintenance contracts and programmes

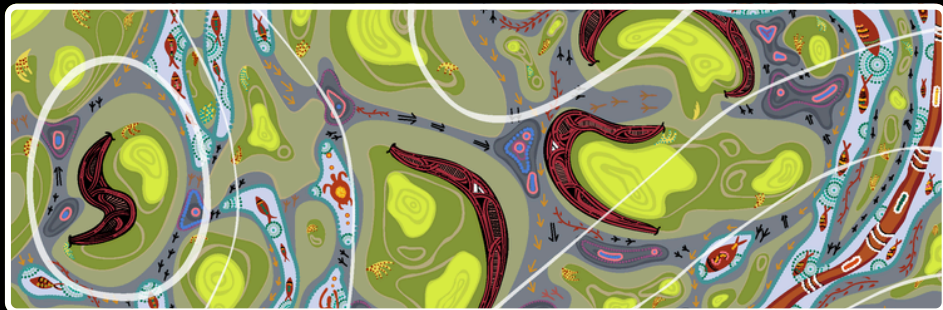
Why Kardan Direct?

- Rapid response and flexible scheduling
- Experienced with live environments (schools, housing, aged care)
- Cultural capability and client trust in sensitive settings
- Social procurement value and workforce diversity
- Quality assurance and reliable communication

Small repairs or maintenance work done professionally, safely, and with purpose.



Baldja



Art by proud Wongathai woman Jonica Sullivan and proud Māori man Gracie

Baldja is a Supply Nation Certified, majority Aboriginal-owned joint venture between Resource Services Group X (RSGx), Wilco Electrical, and Kardan Construction. Since 2020, Baldja has created 50+ Aboriginal upskilling positions across electrical, mechanical, and construction industries, embedding engagement and participation with local Indigenous communities into every project.

Along with RSGx and Wilco Electrical, we deliver end-to-end solutions with a unique focus on social impact, technical excellence, and culturally safe workplaces.

Our Services Include:

- Electrical, mechanical, and construction project delivery
- Workforce development and Aboriginal upskilling programs
- End-to-end project management and site delivery
- Culturally safe workplace initiatives and mentoring
- Wellbeing support and training programmes funded from 10% of project profits

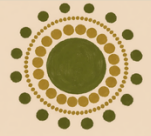
Why Baldja?

- Majority Aboriginal-owned and Supply Nation Certified
- Proven track record in creating meaningful employment pathways
- Integrated support for wellbeing, training, and cultural safety
- Strong client partnerships combining technical capability with social impact

Baldja delivers skills, futures, and culturally safe opportunities for Aboriginal and Torres Strait Islander peoples, alongside high-quality, reliable outcomes for our clients.



Kardan Landscaping



We deliver professional landscaping and maintenance services with a focus on quality, sustainability, and cultural connection.

Working with councils, government, and commercial clients, we create outdoor spaces that are practical, community-driven, and respectful of Country. Our team of qualified landscapers, horticulturalists, and Aboriginal apprentices brings expertise in native planting, water-wise design, and inclusive environments that grow with purpose.

Our services include:

- Landscape construction and softscaping
- Reticulation systems and water-efficient gardens
- Native planting and re-vegetation
- Grounds and verge maintenance
- Tree planting, mulching, and soil improvement
- Outdoor upgrades for schools, housing, and community facilities

Why choose Kardan Landscaping?

- Experienced in local government and community-based projects
- Aboriginal-led team with cultural site sensitivity
- Focus on native, low-maintenance, and sustainable design
- Reliable ongoing maintenance and responsive service
- Social value delivered through training and employment

From the ground up, Kardan Landscaping transforms outdoor spaces while growing opportunities for people and communities.



Awards & recognition



Client testimonials

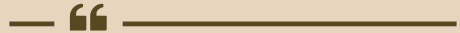
Kardan has delivered more than 350 projects across Western Australia, ranging from new builds to refurbishments. Highlights include the Perth Mint custom commercial upgrade, featuring structural works and coordination in a secure environment; the Kalgoorlie Aboriginal Hostel heritage restoration, landscaping, and fit-for-purpose upgrades managed with local Aboriginal workforce engagement; and state-wide anti-graffiti works for Main Roads WA to minimise graffiti maintenance costs across public infrastructure.



HERITAGE
COUNCIL

MINISTER FOR HERITAGE

To all the team at Kardan Construction, I just wanted to say thank you for the fantastic work you did at Fremantle Prison. I took the opportunity to say thank you in Parliament.



Department of
Energy, Mines, Industry
Regulation and Safety

DEPARTMENT OF ENERGY, MINES, INDUSTRY REGULATION AND SAFETY

Excellent service provided by Kardan in delivering the Perth Core Library conference room, office space, and new Carlisle site car wash facility. I would not hesitate to invite Kardan to bid on any future works.



Australian Government
Department of Finance

DEPARTMENT OF FINANCE

Ongoing communication and engagement left no doubt as to what was occurring, leaving no gaps in understanding the work schedule, and this communication has continued post completion of the works.



LENDELEASE

Lendlease is pleased to support any company that continues to demonstrate that it's possible to deliver meaningful social impact at market rates with quality service.

The results speak for themselves



WA POLICE

In short, I would strongly recommend Kardan Construction be engaged them in any future projects to be undertaken by the agency.

— “ —



KINGS PARK

I just want to say how impressed I am at how the BCC project has progressed. I think it looks better than when it was new! The team is a pleasure to work with and we could not be happier.

— “ —



WALISTON PRIMARY SCHOOL

Those little one percenters make a big difference within the culture of an organisation and Kardan Construction delivered all of that throughout this project.

— “ —



Department of Communities

OFFICE OF HOMELESSNESS - DEPARTMENT OF COMMUNITIES

Once I wrapped my head around the multiple social impact pathways Kardan has developed and then been exposed to some of these programs on site, I knew I was dealing with a unique contractor who walked the talk. It's been amazing working with the Kardan team. I hope the residents find peace and safety in that service.

— “ —

Our clients

- Department of Communities & Housing
- Department of Housing & Works
- Wungening Aboriginal Corporation
- Main Roads WA
- City of Perth
- Perth Mint
- City of Stirling
- WA Country Health
- Department of Local Government, Industry Regulation, and Safety
- Botanic Gardens and Park Authority
- Programmed FM - Department of Education
- Local Governments across WA

Certifications & memberships

- Supply Nation certified
- CM3 prequalified
- ISO-aligned safety and quality systems
- Fully insured and compliant



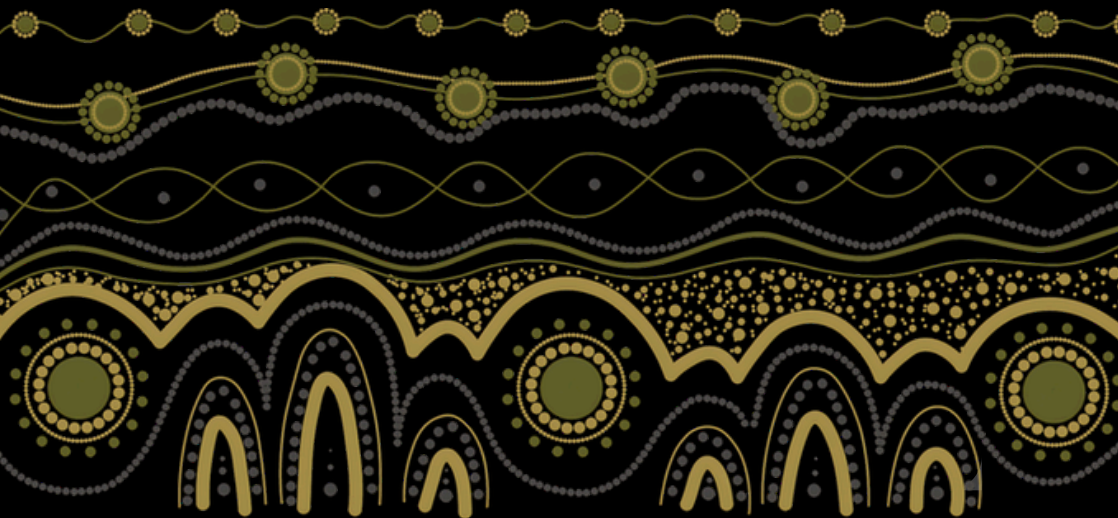
ABORIGINALBUSINESS
.....
D I R E C T O R Y W A

Ready to make an impact? Let's talk.

 +61 8 6114 2145

 hello@kardan.net.au

 www.kardan.net.au



Digital artwork design by proud Whadjuk woman and Kardan team member Breeana Haynes.



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