



**Building
something
great**

Building your Career with Boral



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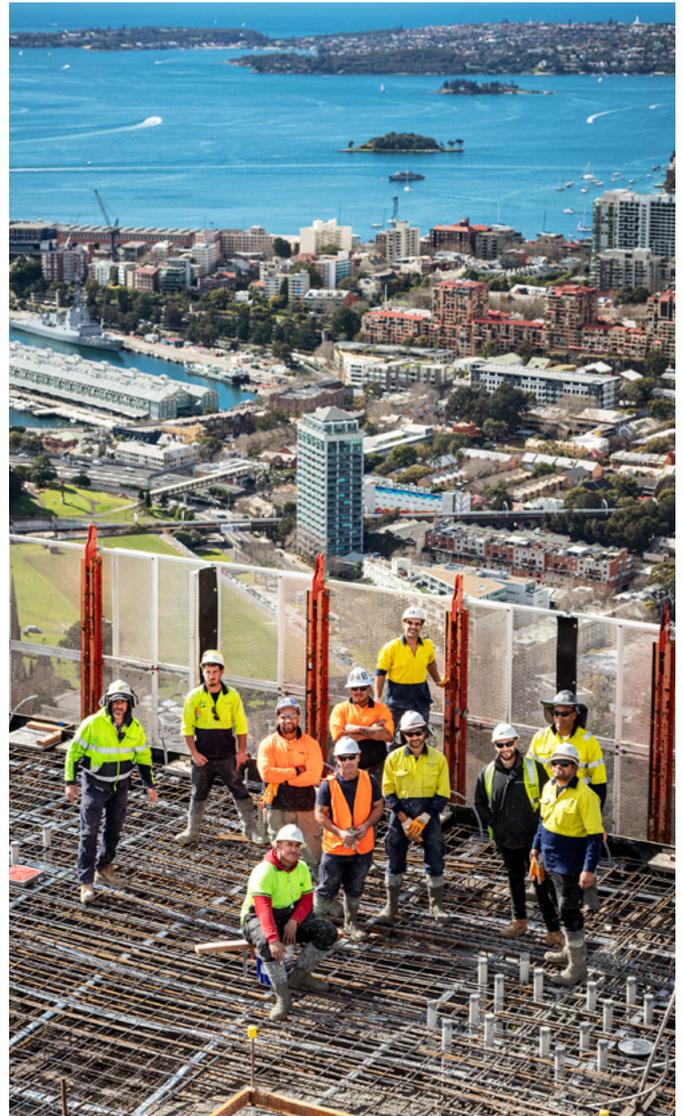
Acknowledgement of Country

We acknowledge the Traditional Owners of the lands across Australia. We recognise and respect Aboriginal and Torres Strait Islander peoples and their unique position in Australian culture and history, and pay our respects to their Elders past, present and emerging.

Building something great

Boral is the largest vertically-integrated construction materials company in Australia. Our network includes prized quarry and cement infrastructure, bitumen, construction materials recycling, asphalt and concrete batching operations. We employ about 9,000 employees and contractors across our operations that span more than 360 sites nation-wide.

We've been building something great in Australia for more than 75 years. We've enabled construction and the ongoing use of critical and landmark infrastructure across the country from Parliament House to highways and motorways, office buildings, bridges, and even the iconic Sydney Harbour Bridge! Rarely a day goes by that you wouldn't pass one of our sites or trucks, enter a building, use a road, bridge, tunnel, footpath or other critical infrastructure that our people and products have helped enable.



Subsidiaries of Boral include:

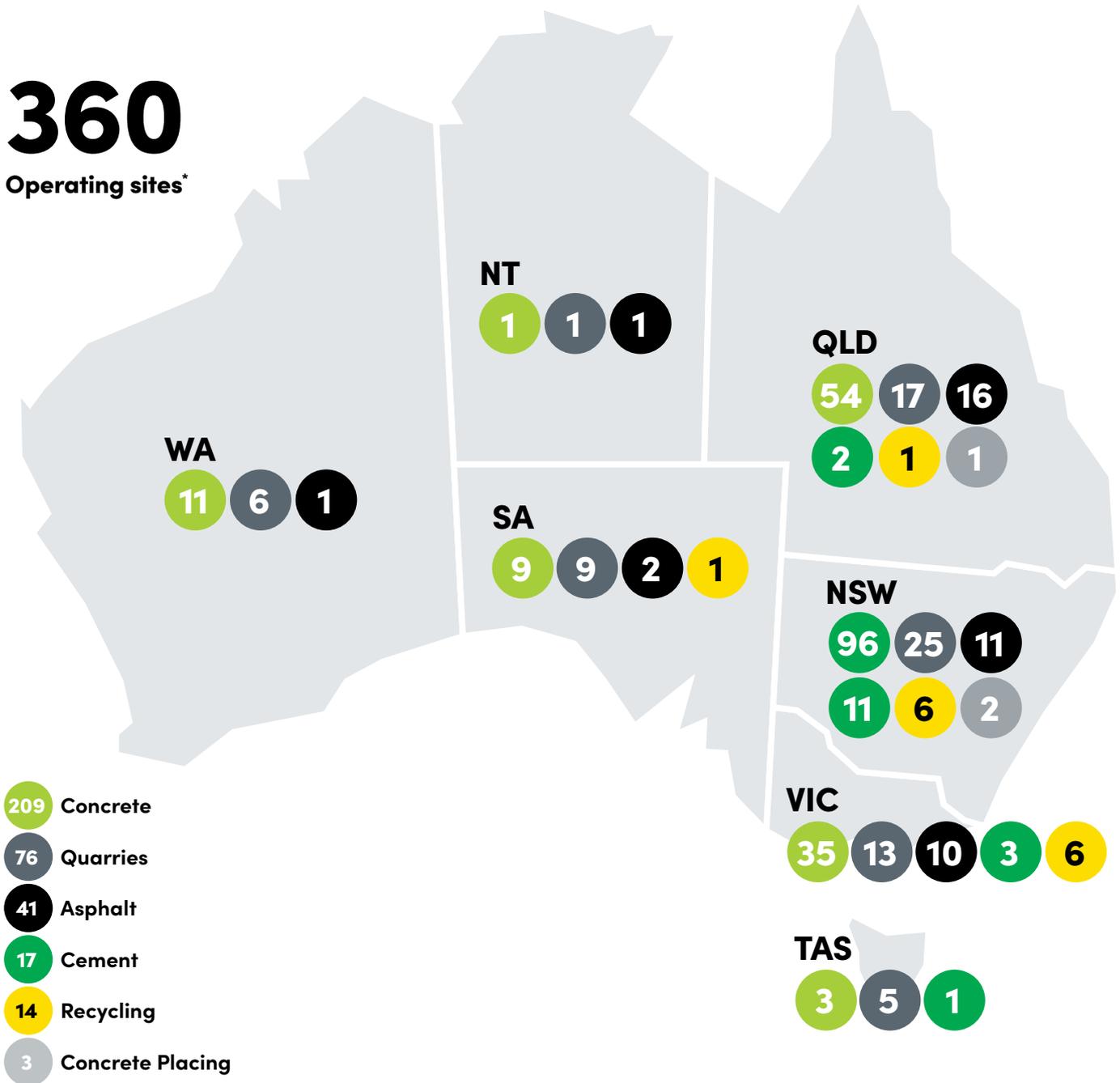


Our business

Construction materials:
Our leading integrated network

360

Operating sites*



- 209 Concrete
- 76 Quarries
- 41 Asphalt
- 17 Cement
- 14 Recycling
- 3 Concrete Placing

* Includes transport, fly ash and research and development sites.



~7,500

employees & contractors



~8,500

suppliers



~3,500

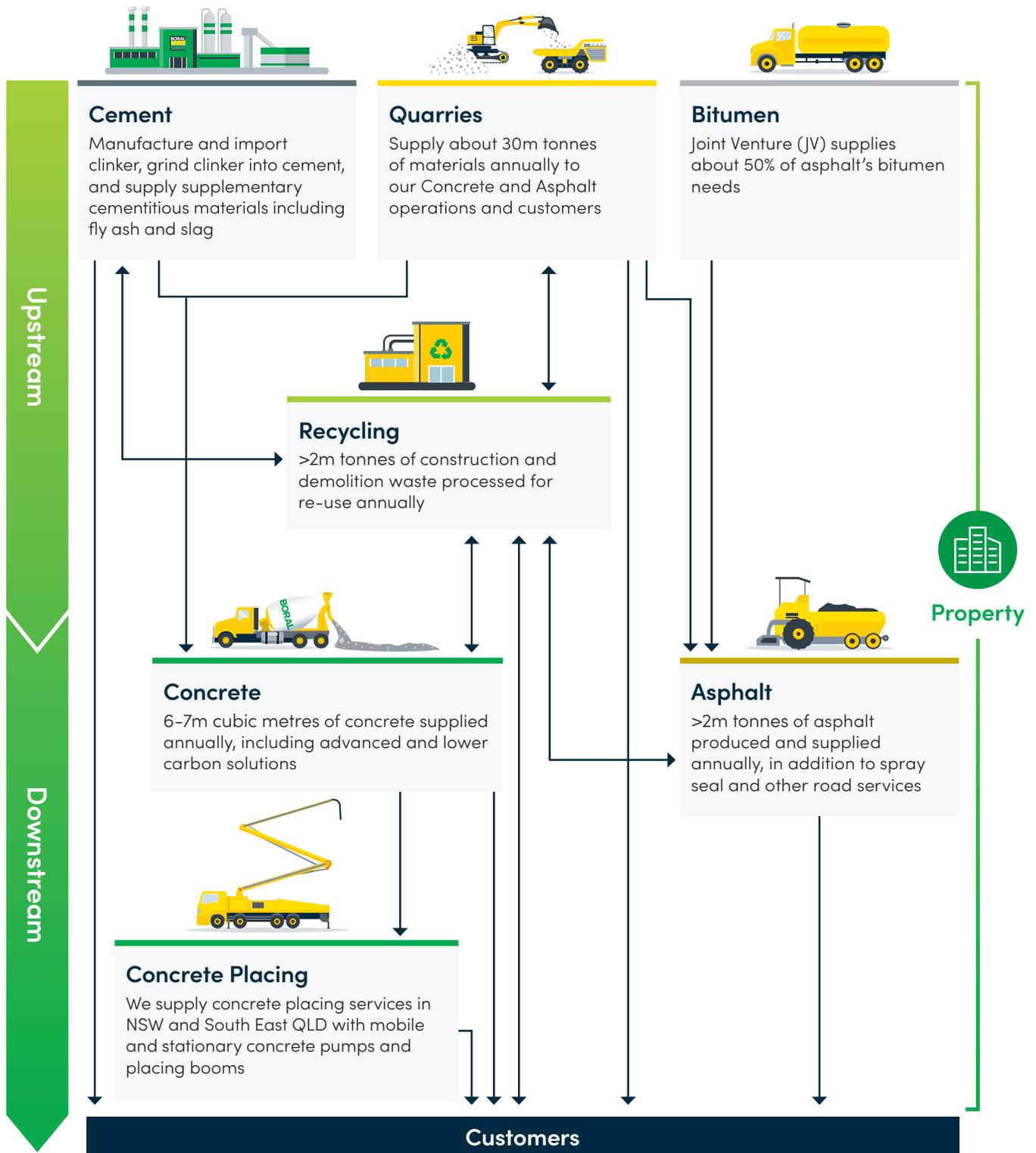
heavy road vehicles²



~14,000

customers

Valuable upstream and downstream operations with market leadership:
Boral moves ~50 million tonnes of products per year across its network



*Volumes are based on 5 year averages

Sustainability and Innovation at Boral

Boral are prioritising lower carbon concrete innovation, development, and availability, to support our decarbonisation ambitions, including to reach net zero emissions by 2050, and to help our customers achieve their own lower carbon and sustainability targets for projects and their businesses.

We are also playing an increasing role in Australia's circular economy. Boral is now one of Australia's largest construction and demolition waste recyclers and sell a growing range of recycled materials such as aggregates and sands. We also add recycled materials to many of our products including some of our cement, concrete, and asphalt mixes.

Lower carbon concrete

In addition to our ENVISIA®, Envirocrete® Plus, and Envirocrete® range of products, we also tailor carbon neutral solutions for customers using the Australian Climate Active Carbon Neutral Standard.

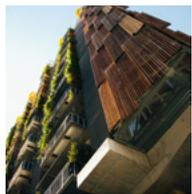
For customers wanting a carbon neutral concrete

product, we can offer any concrete covered by a current Environmental Product Declaration (EPD), plus carbon offsets, under our current Climate Active certification.



ENVISIA®

Boral's superior performance concrete achieves an embodied carbon reduction of 43–49%.¹



Envirocrete® Plus

This product, launched in FY2021, offers up to 39–42% embodied carbon reduction.¹



Envirocrete®

Our more general purpose lower carbon offering, achieves up to 38–40% reduction in embodied carbon.¹

Recycled products

We offer a range of recycled materials to our customers, diverting more than 2.2 million tonnes of waste from landfill in FY2022 and re-using precious resources across Cement, Concrete, Asphalt and Quarries. Some of our recycled products include:



INNOVO asphalt system™

Incorporates recycled materials, including glass, crumb rubber (from tyres), recycled asphalt pavement and plastics.



Envir-O-Agg® Glass Sand

Made of clean, washed and crushed recycled glass and is blended with natural and/or recycled material.

Our full range of recycled products include various quarry products such as roadbases, compaction sand, and aggregates, as well as inclusion of excavation sand and other recycled content into selected concrete and asphalt mixes.

Boral Circular Materials Management

We provide a Circular Materials Management solution to our customers, directly managing and processing construction & demolition 'waste' and developing it into new construction materials.

Boral Circular Materials Management solution



Waste materials managed and recycled by Boral include construction and demolition waste such as concrete, bricks, asphalt, soils and other materials.

Boral's innovation team aims to lead the way in developing high-performing sustainable products and solutions for our industry, including by leveraging strategic partnerships and funding. To accelerate our research and development efforts, we are also partnering with academia, government and industry innovation hubs.

Sustainability In Action



Sydney Metro Linewide

Boral's ENVISIA® lower carbon concrete is being used to build 31 kilometres of railway tunnels to expand the Sydney Metro in NSW.

ENVISIA® is delivering superior engineering qualities, including lower drying shrinkage and improved constructability that allows the concrete to be pumped up to 1.2 kilometres in distance.



Snowy Hydro 2.0

Boral is supplying lower carbon concrete to build 27 kilometres of tunnels for the Snowy Hydro 2.0 renewable energy project.

This is providing the Snowy Hydro and Future Generation joint venture with high durability and good early-age strength concrete that also delivers an efficient production cycle time for the project.

Sustainability In Action

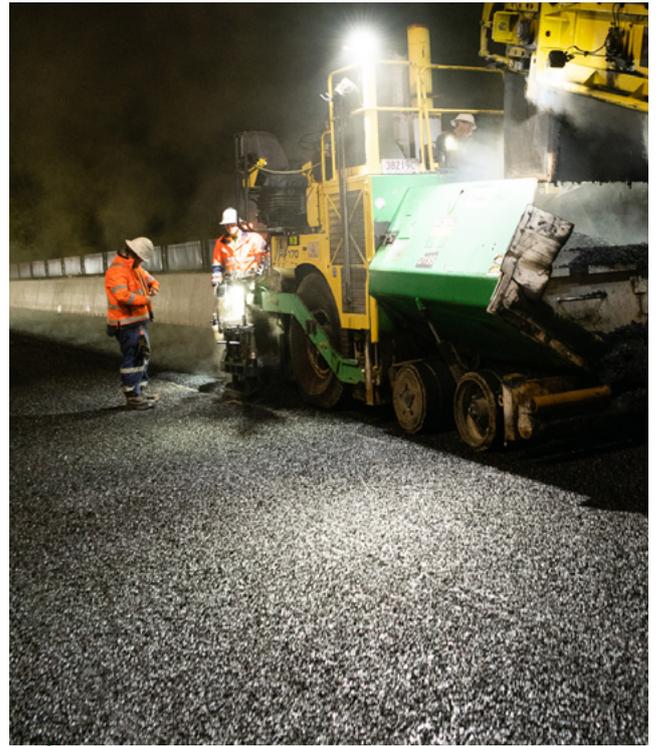


Quay Quarter Tower

ENVISIA® concrete was used to build this iconic, architecturally unique tower in the Sydney CBD.

ENVISIA® concrete enabled us to meet the high one-day strength constructability requirements and achieve improved sustainability performance with significantly lower embodied carbon concrete.

© Adam Mork, supplied by AMP Capital



Pacific Highway upgrade, Queensland

We supplied more than 70,000 tonnes of asphalt to the Varsity Lakes to Burleigh upgrade, which was completed in FY2022.

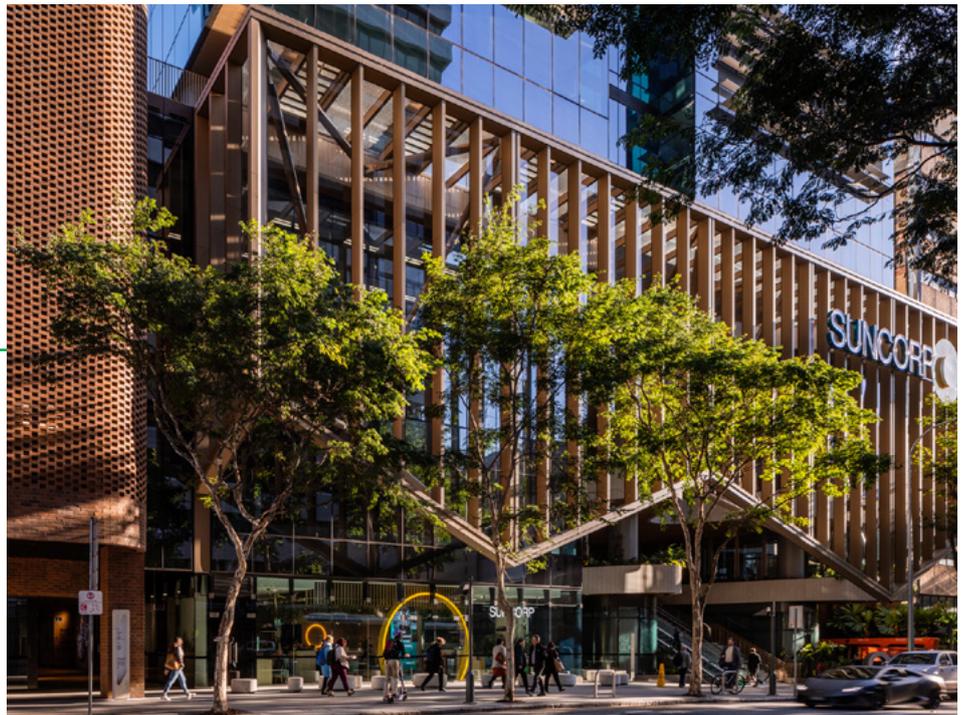
The project used about 13% recycled asphalt product, a reprocessed pavement containing asphalt and aggregates that reduced the amount of virgin aggregates and bitumen required.

Heritage Lanes

Suncorp's headquarters in Brisbane was built by Mirvac using ENVISIA® lower carbon concrete.

ENVISIA® delivered superior early-age strength performance to meet pour-cycle times, and a significantly lower carbon footprint.

Image supplied by Woods Bagot



Entry Level Opportunities At Boral



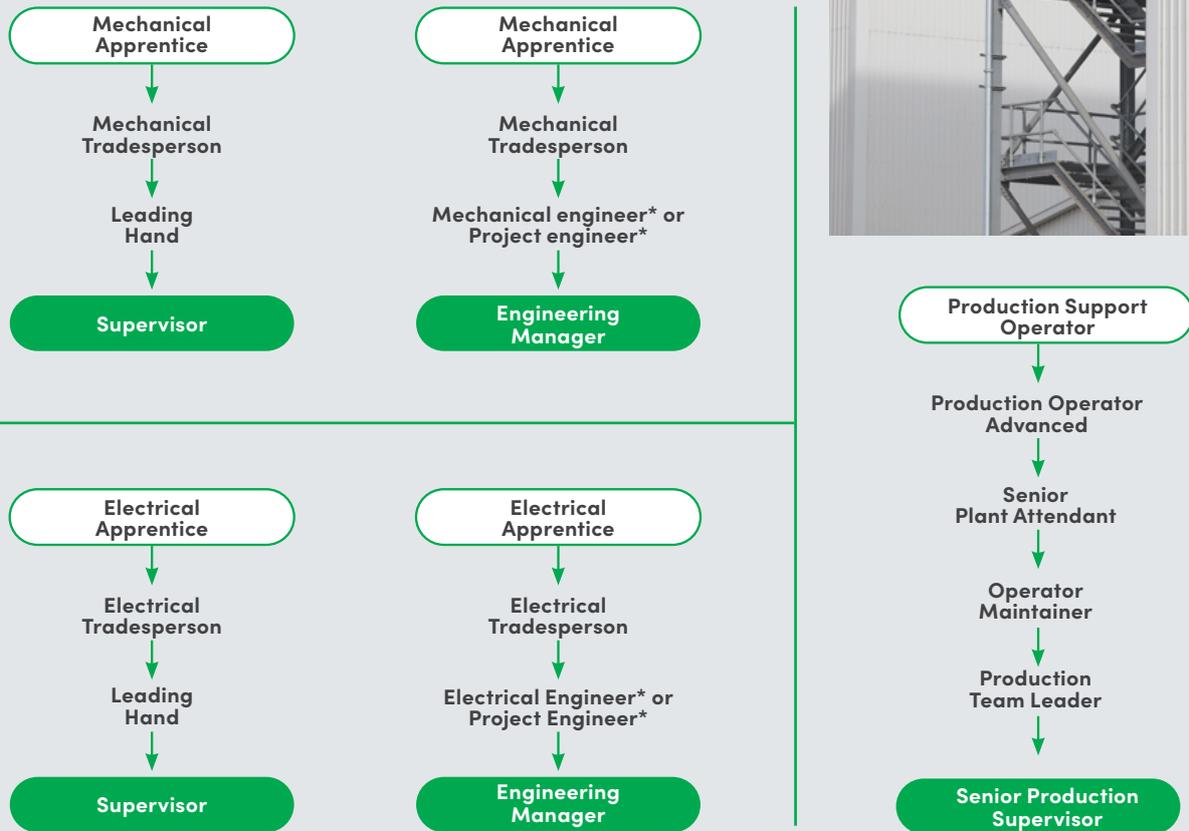
Entry Level Opportunities At Boral

Boral has a lot to offer. As Australia's largest integrated construction materials company, we have career opportunities throughout Australia and across a broad range of disciplines from trade and engineering to manufacturing and logistics as well as a range of corporate functions. We are a company that believes in achieving together.

At Boral, we have a number of entry level opportunities that will enable you to build your career with us. Here are some of the pathways you can choose from.

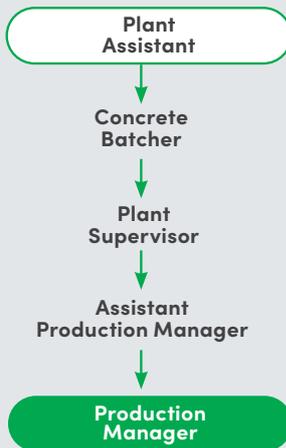
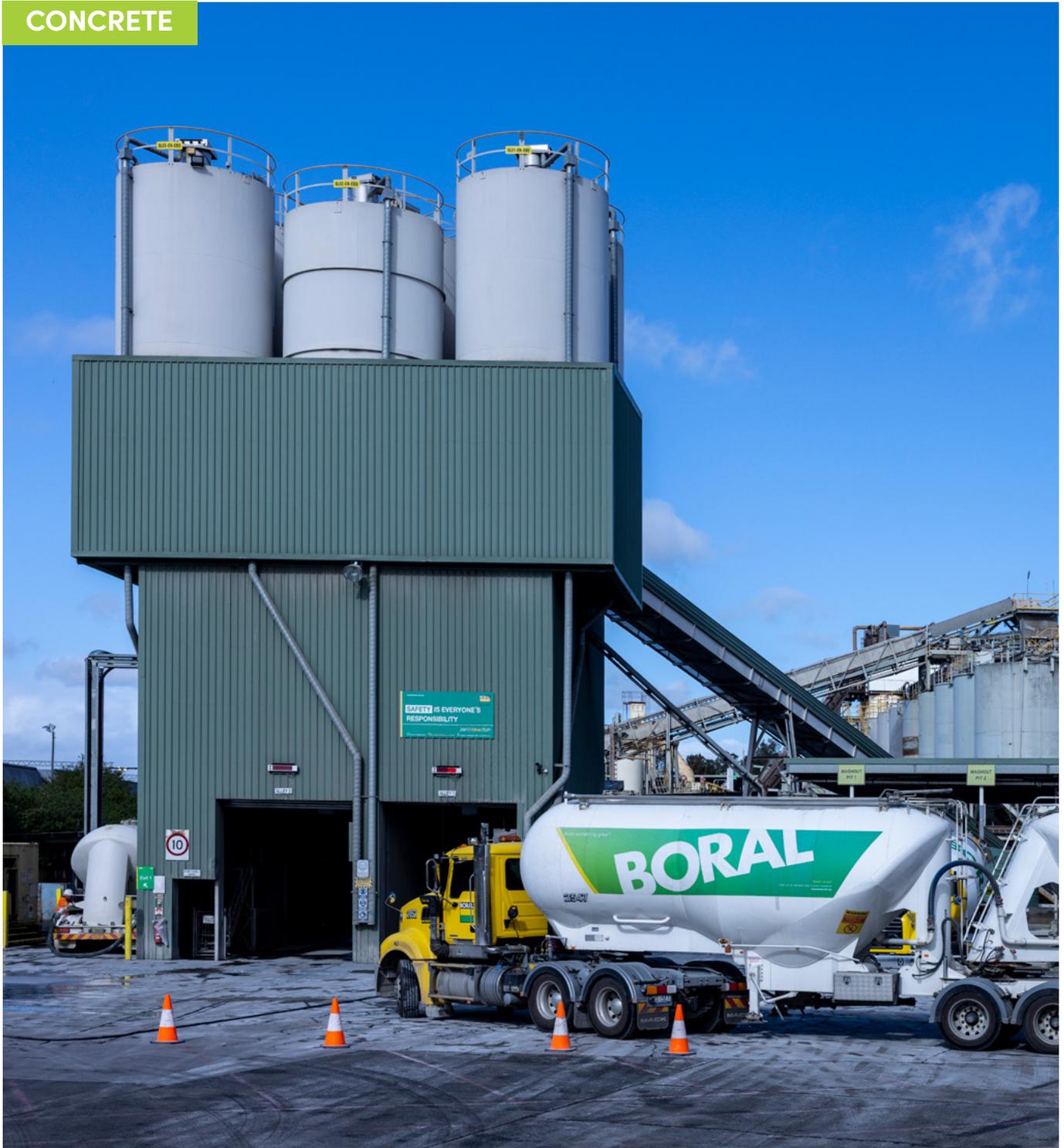


CEMENT



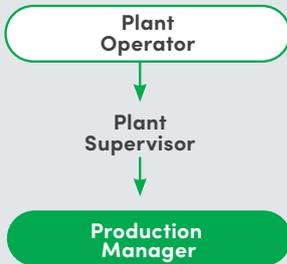
* Diploma or Bachelor of Engineering required

| ROLE | MECHANICAL APPRENTICE | ELECTRICAL APPRENTICE | PRODUCTION SUPPORT OPERATOR |
|---|--|--|--|
| Description | This is a site-based role that will build your skills in repairing and maintaining fixed and mobile equipment. | This is a site-based role that will build your skills in electrical maintenance and repair work. | This is a site-based role where you will be trained on the safe operation of mobile equipment including dump trucks, excavators and front end loaders. You will also provide support in general, ground maintenance on the site. |
| Training certifications (studied during employment and fully funded by Boral) | Cert III in Engineering | Cert III in Electrotechnology Electrician | |
| Location | Available in NSW | Available in NSW | Available in NSW |



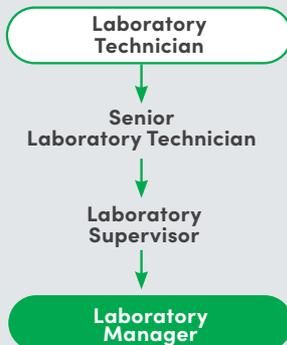
| ROLE | PLANT ASSISTANT |
|-------------|--|
| Description | This is a site-based role where you will be trained on concrete batching and safe operation of a front end loader. You will also assist with general maintenance of the plant. |
| Location | Available Nationally |

ASPHALT



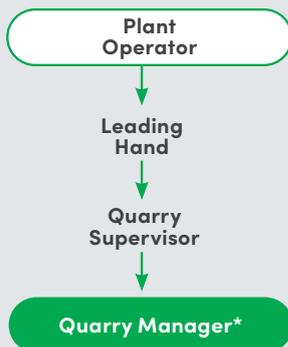
| ROLE | PLANT OPERATOR |
|-------------|---|
| Description | This is a site-based role where you will be trained on asphalt production and safe operation of a front end loader. You will also assist with general maintenance of the plant. |
| Location | Available Nationally |

TECHNICAL SERVICES



| ROLE | LABORATORY TECHNICIAN |
|---|---|
| Description | This is a site-based role where you will be trained on sampling and testing of concrete, asphalt, quarry and cement products. You will also assist with maintaining our laboratory and equipment, and report on test results. |
| Training certifications (studied during employment and fully funded by Boral) | Cert IV in Laboratory Techniques fully funded by Boral |
| Location | Available Nationally |

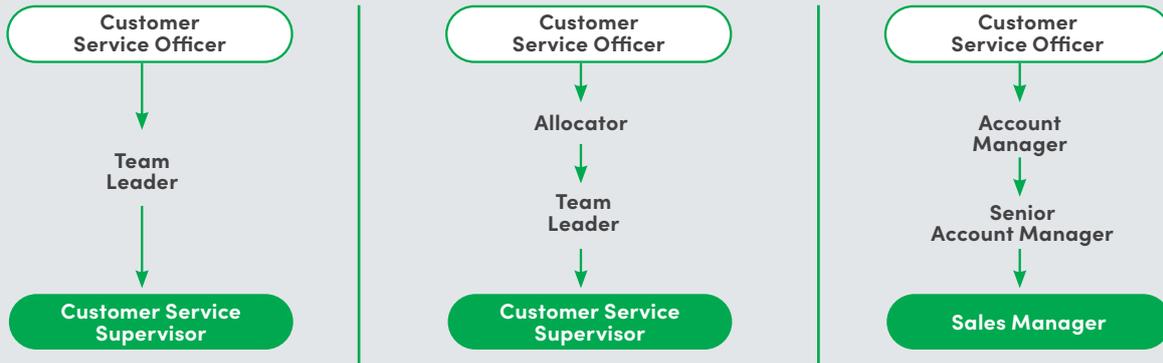
QUARRIES



| ROLE | PLANT OPERATOR |
|-------------|---|
| Description | This is a site-based role where you will be trained on the crushing and screening of quarry products. You will also be trained on the safe operation of mobile equipment including dump trucks, excavators and front end loaders. You will also provide support in general, ground maintenance on the site. |
| Location | Available Nationally |

*Cert IV Extractive Industries required – fully funded by Boral

SUPPORT



| ROLE | CUSTOMER SERVICE OFFICER |
|-------------|---|
| Description | This is an office based role where you will act as the first point of contact for our customers. You will capture orders, assist with queries and provide status updates on deliveries. |
| Location | Available Nationally |

BENEFITS AT BORAL

- ✓ Fully funded training certifications
- ✓ Defined career pathways with opportunities for progression Australia wide
- ✓ Earn a competitive base salary reflective of your skills and experience
- ✓ Mentoring by industry experienced professionals
- ✓ Access to a variety of support networks including Boral Employee Assistance Program
- ✓ Work for an Equal Opportunity Employer
- ✓ Iconic Australian owned company

Boral is committed to creating a diverse and inclusive workplace where every person feels respected, connected and able to contribute to their full potential. We encourage all diverse candidates to apply.



To apply, visit our careers website via boral.com.au/careers

