

CELEBRATING **30** YEARS IN BUSINESS
1994 - 2024



FLEMING'S
OIL AND GAS INDUSTRY SERVICES

CAPABILITY STATEMENT
2024/25



THE FLEMING'S PROMISE

We consistently deliver excellence - on time and on budget.

Doing business with us is simple, efficient and effective.

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BUSINESS OVERVIEW

At Fleming's, we proudly deliver professional, high quality manufacturing, welding, fabrication and maintenance services to the oil and gas industry throughout Australia. Since our inception in 1994, we've built a strong reputation for providing quality specialist welding and allied services, including critical breakdown and ad hoc work in the field.

We are strategically situated in Roma, Queensland, within 2 hours of all upstream fields, compression and processing facilities, ensuring timely responses to call-out requirements, keeping transportation costs down and minimising our carbon footprint.

We proudly guarantee on-time performance, superior quality, consistent safe practices and process efficiency. Our valued clients trust us to respond rapidly to emergency callouts – their business depends on it – and we mobilise immediately.

QUALITY

Pride in providing high quality products and services that we stand behind

INTEGRITY

Holding to these values creates a consistent approach

COMMITMENT

Combining best practice manufacturing skills



WHAT SETS US APART

We are an exclusive and professional welding service provider whose adaptability and convenient location have left a positive and lasting impression on key industry stakeholders and the community in which we operate.

Fleming's has implemented many leading edge welding procedures covering all material types and sizes utilised in the Oil & Gas industry to Australian/ASME Standards. Our specialist team can also qualify new highly technical weld procedures to meet project specifications.

We provide a comfortable and open workplace where every team member's contributions, opinions, dedication and passion are valued. We embrace the values of quality workmanship, teamwork, integrity, commitment and environmental preservation in everything we do.

OUR UNIQUE OFFERING INCLUDES:



FULLY CERTIFIED
ISO AS/NZS QHSE
MANAGEMENT
SYSTEM



25 YEARS+
OF QUALITY
MANUFACTURING
EXPERIENCE



RAPID, EFFICIENT
CLIENT
RESPONSIVENESS



LARGE-SCALE FABRICATION
WORKSHOP WITH LEADING
WELDING & ROTATING
EQUIPMENT



MODERN TEST
EQUIPMENT



STATE-OF-THE-ART
SURFACE FINISHING
FACILITY



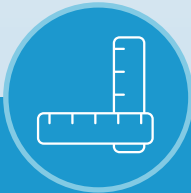
QUALITY PRODUCTS
CAN BE PRODUCED ON
SITE, SAVING TIME AND
TRANSPORT COSTS



FULL DOCUMENTATION
AND COMPUTERISED
BARCODE
TRACEABILITY SYSTEM



UNMATCHED
DELIVERY
SOLUTIONS



AN ESTABLISHED
REPUTATION FOR
GETTING THE SMALL
THINGS RIGHT



UNMATCHED
REPUTATION FOR
QUALITY - ZERO
DEFECT RECORD



FLEMING'S INDUSTRY
BEST PRACTICE
PHILOSOPHY



SERVICES AND CORE COMPETENCIES

Due to our team's broad expertise and diverse resources, we're able to extend our offering well beyond our core business of welding, unscheduled repairs and maintenance pipe work and rig equipment.

The wide range of related services we offer include:

WELDING AND FABRICATION

- Pressure Pipe Welding
- Mobile Welding
- Pressure Vessel Repairs and Modifications
- Structural/General Fabrication and Repairs
- Pipeline Welding and Repairs
- Stainless Steel and Duplex Welding
- HDPE Welding
- Flange Refacing
- Breakdown Support
- Engineering Design and Drafting of Mechanical, Structural and Piping solutions
- Engineering Certification





ALLIED SERVICES

- Hydrostatic Testing
- Non-Destructive Testing (NDT)
- Sandblasting
- Surface Coating
- Threading
- Machining
- Heat Treatment
- Material handling, Packaging and Logistics
- Pickling and Passivation

SURFACE FINISHING

- Surface Preparation - Abrasive Blast Cleaning
- Application of paint coatings to client specification
- NACE Certified Inspectors
- NACE-Inspected Coating System Reports to client specifications

FIELD MAINTENANCE & ONSITE SERVICES

- Pressure and Structural Welding
- Field & Weld Supervision
- Site installation
- Onsite Flange Refacing
- Site Demolition
- Onsite Hydrostatic Testing
- Onsite Sandblasting and Painting
- Plant and Gas Field Maintenance
- Site Measuring
- Labour Supply
- Breakdown Support

EMERGENCY RESPONSE

- Field welding rigs, fully equipped and ready to mobilise
- 16500kg flatbed truck fitted with a 4400kg Vehicle Loading Crane
- Qualified rigger/dogman/crane operators
- Mobile hydro & Sandblasting Unit
- Warehouse with supply of industry standard stock and welded fittings
- Client site inducted, trained and qualified personnel
- Locally employed team with 24/7 availability
- Location and depth of resources allows for immediate mobilisation to site





OUR TEAM

The Fleming's company culture is underpinned by a strong commitment to developing and maintaining strong client relationships, delivering high standards of quality and safety, while fostering learning, diversity and inclusion. This approach has enabled us to build a talented and dedicated workforce who proudly serve our growing client base.

OUR EXPERIENCED, QUALIFIED AND CAPABLE TEAM COMPRISE:

- Trade Qualified and Certified Boilermakers, Pressure Pipe Welders, Fabricators, General Welders, Maintenance Fitter, Pipe Fitters, Surface Preparation Specialists
- Welding Supervisors, QA/QC Inspectors, NACE Certified Inspectors
- Operations Manager, Production Engineer, Workshop Supervisor
- HSE Specialist, MDR/Quality Specialist
- Estimator, Financial/Commercial Controller, Purchasing, Administration Support
- Hands-on Director

Fleming's has a diverse multicultural workforce, including Indigenous Australians, who are all based locally. Working with Fleming's facilitates the full range of expertise from a diverse workforce who deliver superior results for our valued clients.

We are passionate about the professional development of all employees. From school-based apprenticeships to advanced technical training, Fleming's employees receive the latest teachings to support their trade qualifications.

KEY PEOPLE

GAVIN FLEMING DIRECTOR

Gavin has been involved with the Oil and Gas industry since 1980. Building on a history of reliable quality workmanship, he founded Fleming's Welding Service in 1994. Gavin established a workshop and yard in Roma to complement the existing remote field services he offered. Gavin's vision and persistent passion for excellence, ensures he directly oversees business operations, guaranteeing high standards of workmanship and client satisfaction are consistently met.



MARK THERON OPERATIONS MANAGER

Mark is purposely driven by customer satisfaction. He has over 20 years' experience in the mechanical and fabrication fields and an exceptional aptitude for problem solving.

Mark came to Fleming's as a fully qualified and highly experienced Fitter and Machinist and has continued to develop his professional qualifications to include a Cert III in Fabrication, Cert IV in Engineering-Welding, Cert IV Work Health and Safety, AS1796 Cert 10 Welding Supervisor and NACE CIP Level 2.



MAURICE CILLIERS PRODUCTION ENGINEER

Maurice is a Mechanical Engineer with more than 10 years' experience working in the Power and Energy industry. Skilled in Engineering Design, Manufacturing Process Control, Project Management, 3D Simulation and Analysis, he has a keen ability to rapidly take products from concept to market with the least amount of economic and material waste. Maurice holds a Master's degree focused in 'Heat Transfer Mechanics' from the University of the Witwatersrand and is a strong advocate for system improvement practices, such as Reliability Engineering and Lean Manufacturing.



MICHAEL ROUX PROCUREMENT MANAGER

Michael has 5 valuable years' experience navigating the Australian market for valves, specialised steels, piping components and project specific fittings. With unique analytical and problem-solving skills in strategic sourcing, he is able to efficiently execute our procurement strategies, ensuring capital expenditure is minimised and value maximised for the client. Michael's sharp eye for fine details has proven to reduce complexity, shorten turn-around times and provide uninterrupted supply to our customers.



We provide full material traceability during the manufacturing process to ensure accurate MDR compilation through the use of barcoding, scanners and computers in all workshop, welding bays and testing areas.



QUALITY ASSURANCE

With more than 25 years manufacturing experience, our reputation for quality and our “zero defect record” is unmatched. We continue to be the best at what we do and in turn, offer our clients the highest quality and best value.

THE MANUFACTURING PROCESS OF OUR QUALITY PRODUCT IS VERIFIED BY OUR:

- Quality Assurance team with over 25 years combined experience in the manufacturing industry
- Digitally captured weld data and material traceability
- Rigorous 100% visual weld/fabrication and coating inspections undertaken daily
- Welding inspections carried out by highly experienced CSWIP qualified personnel
- Detailed reporting on 100% of welding/blasting/painting and hydro activity
- NACE qualified coating inspectors on and off site
- Automated digital manufacturer’s data report with comprehensive review processes to ensure outright thorough traceability

CERTIFICATIONS

- **ISO 9001:2015**
 - Quality Management System
 - Cert No.: QMS41011
- **ISO 45001:2018**
 - WHS Management System
 - Cert No.: HSM40889
- **ISO 14001:2015**
 - Environmental Management System
 - Cert No.: EMS42057



WORKPLACE HEALTH & SAFETY

Our organisation is firmly dedicated to providing and maintaining a safe and healthy working environment for our employees, clients and others directly affected by our equipment, facilities, products or services.

Daily toolbox talks ensure constant consultation and open communication process which enables us to share information and discuss potential issues.

We have a strong commitment to ensuring everyone returns home at the end of their shift, free of injury and illness. This is achieved through superior workplace procedures and maintaining our certification to AS/NZS 45001:2018.



INSURANCE TYPE	POLICY NO.	INSURER
Public Liability (\$20M) Public Liability (\$20M) Professional Indemnity (\$5M)	14090022	Sterling Insurance
Professional Indemnity (\$5M)	20090019	Sterling Insurance
Global Transport Driveline Commercial Fleet Policy	CPG20071012	Allianz/Global Transport & Automotive Insurance
Portable Equipment - Mobile Welding plant on skid, Hydro Unit, Tradesman Tools	CC1046185	Protectsure
WorkCover Queensland	WEA990214405	WorkCover Queensland

All policies expire annually on 21 September.

ENVIRONMENT

Protection of the environment is among our top priorities. We carefully plan and manage welding, installation and allied services in order to minimise disturbance to the environment in which we operate.

By utilising environmental standards consistent with developments in technology, industry, codes of practice and all relevant statutory requirements, we strive to continually improve our environmental impact on the local community and wider area.

We recognise the need to ensure any work performed on rural properties will not impact on landowner's stock or crops. Where land is held or managed by Cultural Heritage, timely and effective co-operation with authorised representatives will be respected.



COMMUNITY

Fleming's is a community-focused business. We take pride in community engagement, employing locally and continually connecting with and supporting our local area and its people.

Fleming's contributes significantly to the social and economic growth of the organisations in the Maranoa region.



FLEMING'S CLIENT SERVICE PHILOSOPHY

WE ARE CLIENT-FOCUSED

QUALITY IS AT THE CORE OF EVERYTHING WE DO

WE DELIVER ON TIME AND ON BUDGET

OUR TEAM STRIVES TO CONSISTENTLY EXCEED CLIENT EXPECTATIONS

WE WILL CONTINUE TO BUILD ON OUR REPUTATION FOR OUTSTANDING CLIENT SERVICE

A photograph of several large, vertical, metallic hydrogen storage tanks. The tanks are arranged in a row, and the chemical formula 'H2' is printed in large, white, sans-serif font on the side of each tank. The lighting is bright, creating reflections on the metallic surfaces. A blue curved graphic element is visible at the bottom of the image, transitioning into the white background of the text area below.

H₂

H₂

SUSTAINABILITY

Fleming's supports the drive for a Green, Sustainable Future.

In 2015 the Australian Government announced its dedication to address major global energy challenges and to improve the security of the local energy market. The aim is to create jobs and reduce harmful emissions as part of global efforts to combat climate change, and to build a better, green, sustainable future.

Hydrogen is rapidly emerging as THE clean energy commodity of the future, and can be used to generate, store and transport fuel without emissions. Hydrogen is a flexible, safe, transportable, and storable energy source, and can be blended with natural gas for heating and cooking, and even used to power vehicles and generate electricity. Developing this global hydrogen driven economy will require strong partnerships and a shared vision.

As the delivery of Hydrogen is expected to be via existing, and new gas networks, we at Fleming's are proud to be working closely with the region's feasibility and supply chain providers by:

- Supporting their networks through capability analyses
- Facilitating strategic communication and stakeholder engagement
- Delivering innovative solutions
- Ensuring an effective policy framework
- Supporting skills development for new technology
- Providing established project and engineering execution methodologies





FLEMING'S WELDING SERVICE PTY LTD

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ACN: 084 720 696

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