



BUILDING A STRONGER TASMANIA SINCE 1986

HARDINGS GROUP / 30 Industrial Drive, Ulverstone 7315 / (03) 6425 7557 / hardingsgroup.com.au

HARDINGS
GROUP



**GREAT PEOPLE.
TRUSTED SOLUTIONS.**

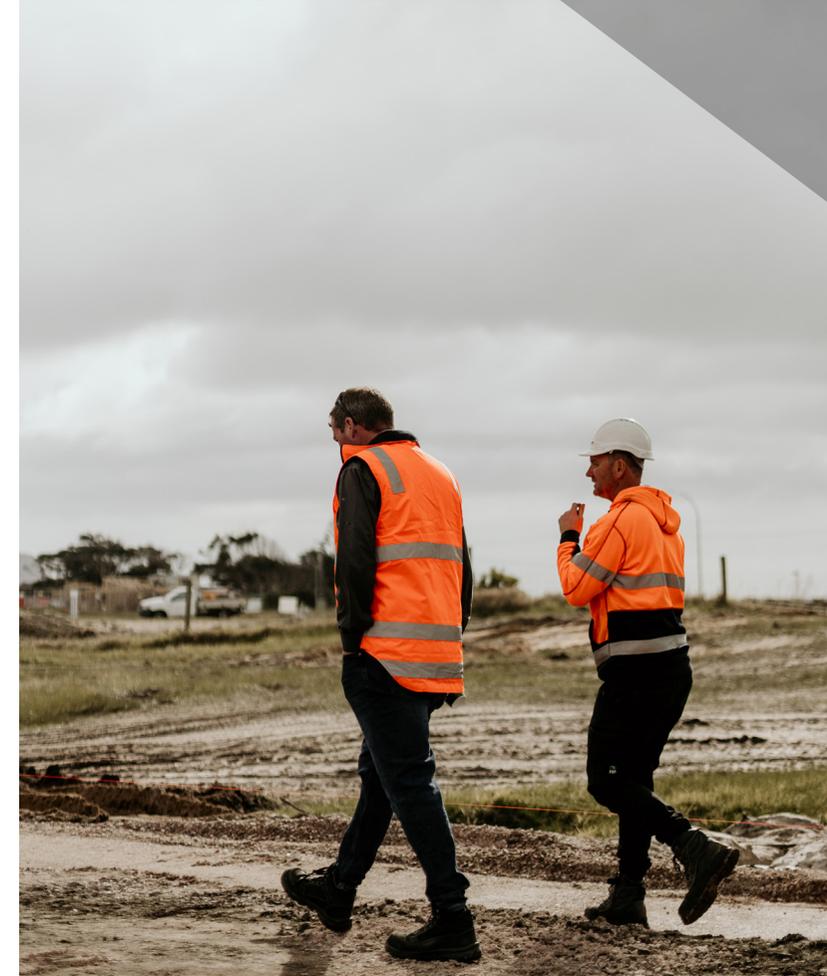


COMPANY PROFILE

Hardings Group (Tas) Pty Ltd, is a locally owned and operated Tasmanian business based in Ulverstone on the North West Coast. From its beginnings as a small contractor, the company has grown to become a trusted leader in Tasmania's civil construction industry.

The company specialises in civil contracting and road surfacing, along with traffic management and line marking. Serving a wide range of sectors including water, sewerage, roads, urban and rural development, industrial construction, and broader infrastructure projects across Tasmania. With deep local knowledge and a long-standing presence in the region, Hardings Group is recognised for delivering high-quality, cost-efficient and fully integrated civil construction solutions.

“We pride ourselves on being a trusted provider of responsive, best value civil construction solutions, achieving high quality outcomes through our forward-thinking approach. Our strong commitment to safe and effective project delivery sets us apart in the industry.”



OUR VISION

LEADING THE CIVIL INDUSTRY WITH EXCELLENCE, SUSTAINABILITY AND EMBRACING INNOVATION WHILST POSITIVELY IMPACTING COMMUNITIES.

OUR MISSION

EMPOWERING OUR PEOPLE AND BUILDING STRONG RELATIONSHIPS TO PROVIDE COMPREHENSIVE PROJECT SOLUTIONS.



SAFETY

WE ARE COMMITTED TO KEEPING THOSE AROUND US SAFE.



PEOPLE

WE ARE INCLUSIVE AND STRIVE TO IMPROVE THE LIVES OF PEOPLE



RELATIONSHIPS

WE BELIEVE IN COLLABORATIVE PROJECT DELIVERY



QUALITY

WE DELIVER RESULTS TO THE HIGHEST STANDARDS



OUR STORY

From modest beginnings as a two-man driveway operation in 1986, Hardings Group, formerly known as Hardings Hotmix, has grown into a cornerstone of Tasmania’s civil construction industry. The company’s journey embodies a spirit of innovation and growth, reflected in the lasting impact of its projects, its enduring presence in the Tasmanian construction sector, and its ability to evolve and adapt to meet the changing needs of the industry.

In 2011, Hardings expanded their capabilities with the addition of an asphalt batch plant, becoming a key supplier on the North West Coast. A decade later, the company entered a new chapter with its merger with CBB Contracting, further broadening its operational strength and expertise. In 2023, the company adopted a new name to align its identity with their expanded service capabilities and its growing presence in Tasmania’s civil construction industry. This new identity reinforces Hardings’ ongoing commitment to excellence across its diverse operations.

HARDINGS GROUP PEOPLE

At Hardings Group, our team of more than 100 people is at the heart of everything we do. By providing the right opportunities, tools and support, we empower our people to realise their full potential and perform at their best. Each team member brings valuable expertise, ideas and dedication to every project, forming the driving force behind our success.

We foster a supportive workplace culture built on collaboration, accountability, and continuous improvement. Through targeted training, mentoring, and development opportunities, we invest in our people and build strong teams capable of delivering safe, efficient and high-quality outcomes.

We take pride in delivering projects that leave a lasting impact, strengthening not only the infrastructure we build, but also our people and the communities in which we work. By living our values, we proudly embody our commitment to **“Great People. Trusted Solutions.”**





OUR CEO

Guided by our CEO, Nic Broomhall, Hardings Group benefits from visionary leadership that shapes the company's strategic direction and ensures seamless alignment across all operational divisions. Nic brings extensive industry experience and deep local knowledge, fostering strong relationships with clients, partners, and the community. His leadership is defined by a steadfast commitment to safety, innovation, and empowering people, which drives a culture of excellence throughout the business. Under his guidance, Hardings continues to grow sustainably, deliver high-quality projects, and uphold the reputation for reliability and professionalism that the company is known for.



HSEQ TEAM

Our dedicated Health, Safety, Environment and Quality (HSEQ) team plays a crucial role in embedding best practice across all operations. They develop and maintain robust safety protocols, ensure compliance and support teams on-site to deliver projects safely and sustainably. By working closely with project managers, team leaders and crews, the HSEQ team helps uphold our commitments on every project.

PROJECT MANAGERS

Our project managers and coordinators bring significant industry experience, directing complex works, managing resources and ensuring each project is delivered safely, efficiently and to the highest standard. Their leadership ensures clear communication, strong planning and consistent oversight from project initiation through to final delivery.

TEAM LEADERS

Our team leaders play a crucial role in guiding day-to-day site operations. They support our crews with on the ground leadership, maintain safe work practices and ensure our workmanship remains consistent across every project. Their practical knowledge and hands-on experience help translate planning into successful execution.

OUR WORKFORCE

From skilled tradespeople and equipment operators to technical specialists and administrative staff, our workforce brings together a diverse range of capabilities across all aspects of civil construction and manufacturing. We foster a culture of continuous learning, where experienced team members mentor emerging talent and share valuable skills and insights. This collaborative environment strengthens our delivery capability and supports the ongoing personal and professional development of every team member.



OUR CORE SERVICES & CAPABILITIES

At Hardings Group, we offer a wide range of comprehensive and integrated services that support essential infrastructure and improve the day-to-day lives of Tasmanians.

From producing our own asphalt, surfacing the roads, and finishing it off with crisp linemarking, we have trained individuals and teams who have mastered their craft in their respective divisions. That's how we ensure that we consistently deliver great results, trusted by local communities.

The strength of our business lies in the diversity of our divisions and the collaboration between our teams. This integrated approach enables seamless delivery from start to finish, resulting in trusted outcomes that meet client expectations and are relied upon by local communities across Tasmania.

CIVIL CONSTRUCTION

Hardings Group excels in comprehensive road and infrastructure projects in Tasmania. From subdivisions to road expansions, we've successfully completed diverse projects in urban and rural settings that enhance connectivity and community development. We are always actively improving built environments with high-quality products and services across the North West and throughout Tasmania.

Key capabilities:

- Construction of subdivisions, roundabouts, and car parks
- Road upgrades, footpath networks, and specialised surfaces
- Water and gas installation for irrigation, dams, and treatment facilities

SURFACING

Our surfacing team is renowned for delivering durable surfaces that withstand Tasmania's varied climate. We've applied our expertise to projects ranging from busy shopping centre car parks to scenic coastal roads. Our advanced profiling techniques ensure smooth transitions, enhancing ride quality.

Key offerings:

- Surfacing preparation
- Asphalt and bitumen sealing for diverse applications
- Precision profiling for superior surface finish and longevity



LINEMARKING

Hardings Group provides comprehensive linemarking solutions that enhance road safety and traffic management. Our work spans from clear delineation of lanes on the Midland Highway to intricate parking bay markings in car parks statewide. Using cutting-edge technology, we ensure all markings offer high visibility and long-lasting durability, even in challenging weather conditions.

Key services:

- Thermoplastic, cold-applied plastic, and paint linemarking
- Installation of safety features like rumble bars and raised pavement markers

TRAFFIC MANAGEMENT

Safety is at the heart of everything we do. All our road construction and infrastructure projects, from minor works to major developments are supported by dedicated traffic management teams.

These professionals ensure the safe movement of pedestrians and vehicles while maintaining a secure work environment for our crews, helping everyone return home safely each day.

Key offerings:

- Traffic control planning and risk assessments for all project scales
- Advanced traffic management and communication equipment
- Trained and qualified staff experienced in serving both public and private sectors

ASPHALT PRODUCTION

Our state-of-the-art asphalt plant has been pivotal in supporting Tasmania's infrastructure growth. We've supplied high-quality asphalt for major projects such as upgrades to wharves and airports, and numerous local council road maintenance programs. With in-house production and a NATA accredited lab, we ensure consistent quality and timely supply for any scale development.

Plant features:

- Advanced batching and mixing technology for consistent material quality
- Production capacity of 80 tonnes per hour with 50-tonne heated storage
- Environmentally friendly operation with a closed-loop recycling system

FLEET & LOGISTICS

Hardings Group has a robust fleet of vehicles that help supply and complete our projects with ease, accuracy, and craftsmanship.

Our fleet:

- Walking Floor Semi-Trailers for safe and efficient delivery to worksites
- Truck and trailer combinations for transporting machinery and materials
- Hydrovac Trucks for non-destructive excavation, reducing the risk of damage to underground services
- AI cameras are fitted on equipment to enhance safety for operators and site personnel

OUR COMMITMENT TO EXCELLENCE

Quality is at the core of everything we do at Hardings Group. Our ISO accreditations in Occupational Health and Safety (ISO 45001:2018), Environmental Management (ISO 14001:2015), and Quality Management (ISO 9001:2015) reflect our dedication to maintaining the highest standards across all aspects of our operations.

By embedding these standards into our daily practices, we ensure safe worksites, minimal environmental impact and high quality project outcomes that meet client expectations, comply with regulatory requirements and uphold our reputation as a trusted Tasmanian civil construction partner.



WE PROVIDE FULLY INTEGRATED SOLUTIONS THAT ENCOMPASS EVERY STAGE OF A PROJECT, FROM INITIAL PLANNING THROUGH TO CONSTRUCTION AND ONGOING MAINTENANCE. THIS COMPREHENSIVE APPROACH ENSURES SEAMLESS PROJECT DELIVERY AND OPTIMAL OUTCOMES FOR OUR CLIENTS AND THE COMMUNITIES WE SERVE.





BUILDING A STRONGER TASMANIA

As a locally owned and operated business, Hardings Group is deeply committed to Tasmania's future. We're not just building infrastructure; we're contributing to the growth and prosperity of our local communities. Our projects create jobs, improve living standards, and support economic development across the state.

LOOKING TO THE FUTURE

Hardings Group is well-positioned to drive continued excellence and innovation in Tasmania's civil construction sector. We remain committed to evolving with industry and meeting the changing needs of our state.

From the smallest repair job to the largest infrastructure project, Hardings Group brings the same level of dedication, expertise, and local knowledge to every task. We're proud of our Tasmanian heritage and excited about the role we'll play in shaping the future of our communities and infrastructure across the state.



Partner with Hardings Group for your next project, and benefit from the difference that local expertise, integrated capabilities, and a commitment to excellence can make.

With Great People. Trusted Solutions., we don't just build infrastructure — we build stronger, more resilient communities across Tasmania.



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