



**SHERMAC®**

Engineered Equipment  
Transitions



**SHERMAC - A GREAT  
PLACE TO WORK**

# Why you should consider working for Shermac.

On average, in the Australian manufacturing industry, 8% of people change jobs every year. At Shermac, the figure is less than a quarter of the national average. Why is that? If you are considering the pros and cons of working with Shermac, we'd like to tell you why it is, that once people start working for Shermac, they usually stay and become long-term employees?





## **We value and respect our staff and we look after them well.**

Shermac is a stable, family-owned and operated business that has enjoyed long-term growth. We employ a diverse, highly skilled, and multi-cultural staff of more than 50 people. We pay our staff well and offer a safe, supportive work environment. We work hard to offer our staff a positive, fulfilling and mutually beneficial experience. We do not make widgets. We are a manufacturer of specialised purpose-built service vehicles designed for the mining and construction industries. Our clients are highly demanding and run 24 x 7 x 365 operations in some of the most hostile environments on earth. This is no place for average, and we have extremely high standards. We believe that we manufacture the best equipment of its type in the world. Our staff are highly engaged and take immense pride in the equipment we build. Every job we do is different, and we encourage our staff to draw on their experience and tell us where opportunities exist to do things better and where we might improve. We are an end-to-end fabricator that does everything in-house as it enables us to control every aspect of production and quality. It also means we can expose our staff to a wider range of activities than most fabricators and support them in improving their skills and developing new ones.





## Quality always counts.

We operate from a state-of-the-art manufacturing facility, and we are constantly updating our processes to keep up with the latest equipment and technological advances to maximise efficiency. We have recently constructed a purpose-built heavy fabrication workshop to build large tank modules and installing completed modules on off-road chassis. This facility included an industry- first custom-engineered tank rotation system where equipment, mounted in a floor pit, is connected to the tank which can be lifted and rotated as needed.

## Treating people well is hard-wired into our DNA.

It doesn't matter whether you are a team member, a supplier, or a customer, we treat everyone with decency and respect. We want everyone who comes in contact with Shermac, whether it's a local work-experience kid, a delivery driver or a multi-million dollar customer, to have a positive experience.

We treat our customers the same way we would treat a guest in our home. We do everything in our power to ensure that their needs are met and that we provide not only the best solution to their problems, but also the best possible customer experience.

If there is an issue, we'd rather fix it than argue about it.

*"I met some really nice people from Shermac in Perth and, when I travelled to Dalwallinu, I realised that everyone in the company is really nice. It was a great experience and really uplifting"*

*'We like to work with Shermac. They are a successful business, a great company to "work with and, simply, nice people"*

## **Shermac actively support the community that is our home.**

Since our establishment in 2002, our home has been Dalwallinu - a small town in the Wheatbelt region of Western Australia, approximately 250km Northeast of Perth. Over the years, we have become a major employer in Dalwallinu, and we acknowledge and embrace our responsibilities to our home community. Every day we want to be the best example of what regional Australia has to offer, and we want to actively play our part in supporting the economic and social viability of the community in which we live and work. We embrace the values common to rural Australia - practicality, decency, mutual support, trustworthiness, a down-to-earth approach, and a focus on getting things done.

This community perspective is apparent in everything we do. While we have always endeavoured to hire and spend locally, we have sponsored skilled migrants and are delighted that they have become active members of the local community and now consider Dalwallinu as their home. We offer work experience to local kids and hire apprentices from the local community.

We fabricated and donated a number of shade structures to the Shire of Dalwallinu and these shade structures can now be found positioned along Johnston Street, the main thoroughfare of the town. Shermac sponsors and donate to local sporting, community and not-for-profit groups. We have a number of staff members that volunteer with the local emergency services and, when they respond to local emergencies, we continue to pay them as if they were still at work as we won't allow them to suffer any financial penalties when supporting our community. We recently covered all costs for staff that travelled 400kms to support cyclone relief efforts in remote WA communities. Fortescue Metals Group recently took delivery of a barbecue trailer, manufactured and donated by Shermac. This trailer will be used by the Fortescue community team based in Port Hedland for catering at community events around the Pilbara.





## Nothing is more important than family.

Families are at the heart of all vibrant, caring communities and we are as flexible as we can be in terms of work arrangements and accommodating the needs of our staff to balance work and family commitments.

If Shermac sounds like the type of organisation that would suit you, we're happy to continue the conversation. If not, we thank you for your interest in Shermac and, wherever life's journey takes you, we wish you every success.

Sincerely,

Robert Ray  
Chief Executive Officer

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