

RECORD OF INTERVIEW (ROI)

PRIVATE AND CONFIDENTIAL

This form can be used to take a statement in relation to an incident(s) that have occurred in the workplace.

DETAILS

Interviewer	<i>Thom Baker</i>
Interviewee Full Name	<i>Cody Raymond</i>
Position Title	<i>CW6</i>
Employer	<i>Georgiou</i>
Interview Location	<i>St Coco Café - Daisey Hill (Interviewee's choice)</i>
Date of Alleged Incident	<i>30 May 2024 and 5 June 2024</i>
Location of Alleged Incident	<i>Centenary Bridge Project</i>
Time of Alleged Incident	<i>Circa 10:30am (30 May 2024) and 12:30pm (5 June 2024)</i>
Date of Interview	<i>13 June 2024</i>
Parties Present at Interview	<i>Thom Baker (TB) - HR Manager - Georgiou</i> <i>Cody Raymond (CR)- CW6 - Georgiou</i> <i>Note: CR did not elect to have a support person present</i>
Parties referred to in the interview	<i>Ben O'Brien (BoB) - Rigger - BMD</i> <i>Thom Baker (TB) - GEORGIOU</i> <i>Cody Raymond (CW6) - GEORGIOU</i> <i>Paul Arcadiou (CW^) - GEORGIOU</i> <i>Members of the Public x 3 (x1 allegedly Benji, president of commancheros x2 unknown)</i> <i>Gary Samuel (GS) - Owner - HOST</i> <i>Gareth Davie (GD) - Senior Project Manager - GEORGIOU</i> <i>Rob Pickard (RP) - Senior Management -BMD</i> <i>Greg Caulder (GC) - Foreman - BMD</i> <i>Brett Ingram (BI) - Safety Advisor - BMD</i> <i>Rob Whysall (RW) - CW5 - GEORGIOU</i> <i>Steve Thomas (ST) - BMD</i> <i>Greg Schmidt (GRS)- Traffic Controller - GEORGIOU</i> <i>Quinn Murray - (QM) - Project Manager - GEORGIOU</i> <i>Gavin Kenney - (GK) - Superintendent - GEORGIOU</i> <i>Matt - (M) - MULHERRINS</i> <i>Sean Donald - (SD) - General Manager - GEORGIOU</i>

Supporting documentation (where applicable)	
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STATEMENT

ITEMS COVERED BEFORE QUESTIONING:

Interviewee was given notice about this meeting and was;

- *Advised they are not compelled to provide a statement nor answer any questions;*
- *Advised that details of the allegation(s) made will be shared with any person against whom accusations are made and may be shared with potential witnesses for the purpose of establishing the available facts;*
- *Provided the option to hold the interview at another time and date and via another medium if preferred;*
- *Advised that information relating to this statement and the associated investigation are confidential to the extent the law allows (it was explained that this means where Georgiou is compelled by law to provide information in this statement or investigation it must do so and that Georgiou does not seek to prevent the interviewee from disclosing information if required by law to do so).*

The interview was conducted in person at the request of CR. CR was offered the opportunity to have this interview conducted with a support person present which CR declined.

TB explained that the information gathered in this interview is only confidential to the extent that the law allows.

TB also asked if CR felt they needed any additional and professional support, EAP was offered.

What remedy would you like to achieve as an outcome of your complaint/this interview?

1. *I don't know. I need to work but can't go back to that site (Centenary Bridge). I feel like I need to change my identity etc for the safety of me and my family.*

Is the interviewee recording this interview today? (Question asked as a result of CR voluntarily sharing recordings of GD,RP,GS and himself in a meeting discussing the 5 June 2024 incident on 6 June 2024)

2. *No. (Note: CR set phone away from where the interview took place for most of the interview, circa 4 metres to prevent being "listened in on".*

Please describe the specific events related to the incident(s) that form the basis of your complaint/your response to the complaint. Include:

- *What happened?*
 - *Who was there?*
 - *Any relevant context*
3. *On 5 June at circa 12:30pm I (CR) witnessed 4 men standing on the shared bike path adjacent to the Centenary Project Site about 39 metres away (referencing to my knowledge of crane radius)*

4. *I was positioned in the crane, at the time I was hooked onto a load, although the load was not suspended the crane was idling.*
5. *I witnessed Ben O'Brien being spoken to through the fence, by a guy in a black shirt and running shoes on, from afar he seemed of arab descent, the man was using strong hand gestures and was pacing back and forth like a tormented, caged animal.*
6. *I grabbed my handpiece for my 2-Way- Radio and asked Ben "Who are they", he responded "They asked for you" Ben O'Brien gave off the impression he had been verbally abused, his body language had changed from prior to this being his typical; fun, energetic self to a definitive sign of intimidation, and possible sheepishness - upon initial viewing of Ben O'Brien I assumed he had been bullied by the group of men.*
7. *I quickly grabbed my hard hat from the coat hangers situated along the handrails of the crane and started walking towards the 4 men, having 3 children and being an eldest brother of 5 I engaged protector mentality and was eager to consult with these men as to why my colleague had felt intimidated by them.*
8. *As I was approaching the perimeter fence the man in the black shirt and sneakers was identified, and clarified that he definitely looked of arab / Lebanese descent. Alongside him was 3 other men, 1 of whom I had encountered on the 30th May 2024 in a discussion which became heated, at the same location.*
9. *I now had a brief knowledge of what everything was about. The man in the black shirt was yelling "Brother, Brother" In a foreign accent I addressed him and greeted him "Hello Brus" He followed the conversation with an aggressive "Why the fuck are you threatening my men"*
10. *I began to respond but at the same time I started my commute to meet them face to face, without a perimeter fence between us, he mirrored my paces alongside the perimeter fence until I reached the gate, of which I removed the chain, padlock and opened the gate to proceed them the respect of not having to converse through a meshed fence panel.*
11. *I 'dummy locked' the gate as I closed the gate behind me to protect my colleagues from what I had assumed to be a potentially dangerous altercation, the abrupt body language and violent behavioural traits could only be determined as that was what was going to occur.*
12. *I met with them out the gate, and positioned myself in a position where should anything violent have happened I could only be assaulted from 2 sides of my body. I felt like they were ready to 'roll' or 'gang bash' me - I was not afraid at the time, my goal was to correctly position myself to protect myself and my colleagues.*
13. *The man in the black shirt was attempting to be verbally intimidating, his questions were about an altercation I had with his acquaintance (Gary Samuel - HOST) standing close by on the 30 May 2024. The man in the black shirt stated that I had "Threatened him, and called him a goose", he further stated that "this is my company" referring to the security / logistical relations firm (hired by BMD Constructions). I have since done research and confirmed that the man in the black shirt (allegedly Benji - president of the Commancheros) is an owner of HOST.*
14. *I responded with "I threatened him did I?" I singled out the acquaintance (of whom I understand his name is Gary) and asked him "Did you feel threatened mate?" he declined to respond at first, so I requested that he answered "Go on, did you feel threatened?" he responded with "Cody, yes" I responded with "what a joke, Oh...My..."*
15. *The man in the black shirt became extremely aggressive, and aggravated and asked "do you know who*

the fuck I am?" I responded with "ummmm.... no" He responded proudly "Benji, from the Commos" (Commos, I understand to be a very violent 1% gang, called the Commancheros) I responded with a laugh, and a "what?" as I didn't imagine a person of that affiliation would disclose that. In a public / workplace area. I have never met "Benji" or known of him before this interaction.

16. *I asked him again "Hold up who are you?" He responded "Benji, from the Commos" I asked "where from?" He responded with "Melbourne, ring your fucken lads do your fucken homework" He continued talking He stated "I'm up here to deal with you!"*
17. *I responded "how are you going to deal with me?" He responded with "I'll fucken burn your house down cunt and kill your kids brother" "I fucken know where you live brother" I responded with "go for it mate, I don't even know what the fuck you're here for, or what justifies you saying that"*
18. *I imagined he wanted me to react, I didn't. I turned and started removing the padlock and chain to enter the site again. Having my family and children threatened, I needed to take myself away from the violent, aggressive situation. He mirrored my footsteps outside the perimeter fencing as I entered and re-dummy locked the gate He was verbally abusive calling me a "fucken dog" and that I "shouldn't call the fucken police"*
19. *I was shaken up by the threat on my family, but responded to his constant verbal abuse. I "exclaimed this is a fucken joke, what a waste of my fucken time" I went to the crane area and checked on my colleagues, I seen the 4 men continue their walk down the shared path. The man in the black shirt continued his verbal contact.*
20. *I pondered the traumatic experience for 5 minutes or so with colleagues, they were evidently shaken up also. Paul Arcadiou and Ben O'Brien immediately rushed over to check-in they had both witnessed this event from afar. But both equally seemed to have shared the same similar conclusive behaviours, I understood they seemed worried, and intimidated.*
21. *I started walking back towards the gate, as the 4 men had left, I was intending to assist Greg Scott of Universal Cranes with 2 lifts, so he could have his lunch. As I was walking across the shared path again to the Abutment A area, the 4 men approached again.*
22. *The same man in the black shirt was still displaying violent, aggressive behaviour, he threatened me again stating "I know where you live you fucken dog" and "I'm going to burn your house down cunt" "Brother, Brother"*
23. *I approached the fence as he said that, and responded with "Don't call me brother" and "you have no fucken idea"*
24. *I turned and started walking down towards the crane he was still yelling abuse "fucken dog" multiple times, and "watch out" I responded with the following "you have no idea", and "no idea" multiple times as response to his violent abuse.*
25. *I proceeded to conclude my job and took over for Greg Scott removing 2 spud piles in the CKE2500 whilst he left to get something to eat.*
26. *After I completed that I started walking back to the Sany, at the top of the hill access from pier 1 a security guard came and asked me if I was okay, and assured me he was "not with him" I responded "thanks brother"*
27. *I noticed 2 men, a very tall man and a shorter structured man, of whom I had known both of them to be hierarchy assets (RP and ST) to the project is my understanding. I approached them quickly and explained what had just happened and that they should "do background checks on the security firm they*

hire" "because I was just threatened by a man that claims he's a Commachero from Melbourne and this is his security firm"

28. *Neither man responded to that* which I found strange given I'd mentioned a known outlawed bikie organisation but instead praised my work with the install of the box gurtter gantry rails, and instead asked me what the earthworks on the Western side of the shared path was "I answered its the shared bike path, which will tie into the new footbridge" I pointed to the bridge and left the conversation. (RP later apologised once he knew what had happened saying it now "made sense to him why I appeared abrupt")

Did any of the remaining 2 men (with Gary and Benji) disclose anything that may identify them?

29. No. Neither said anything. I have no idea who they are but assume they were there as "heavies" to intimidate me.

Were there any other witnesses to the 5 June 2024 altercation beyond those you've already mentioned?

30. *BoB who I believe is in the available* video footage, was the person called to the gate. GRS was in the vicinity as well (8 metres/10 metres away). As soon as I left the interaction GRS said to me "hats off to you for actually walking out of the gate" and that the time was "12:35pm". PA was in the Georgiou telehandler the whole time. He made the call during this happening to GK. GK called when I was in the 250 crane after the altercation. Then GD called (he was in Toowoomba). QM also called and asked him to go to the office. All were genuinely concerned. M from Mulherrins was also in the vicinity welding (had earplugs in but said he could hear the yelling) - about 5 metres away.

Has anyone you have spoken to since said they heard what was said during the 5 June 2024 altercation?

31. No.

Is there anything at all that you can think of, that you have done, that would result in the 5 June 2024 threat being made on you and your family?

32. No. This is what doesn't make sense to me. In the meeting the day after 5 June 2024 GS tried to make the link between me being a union member and the commacheros going after me (noting CFMEU are allegedly affiliated with a rival bikie group). Benji called me a "dog" which I understand to mean snitch. GS stated there was an assumption that someone on site was sending the CFMEU information which assisted them in the recent Union issues on the Centenary site. I didn't send any info. In this same meeting GS said "your name gets dropped a lot" and this was also mentioned in conversation between GS and Benji in the 5 June 2024 altercation.

Please detail what occurred in your 30 May 2024 altercation with GS

33. *I was talking to a security guard, an Aboriginal guy* (he was the first Aboriginal guard they'd had on site, I'm not sure of his name). I asked how long he had been here and where he was from. The guard said Adelaide and I said I liked Adelaide and had lived in Snowtown in South Australia. The guard opened the site gate and I started walking towards the crane.
34. As this time I heard my name being yelled by GS at the fence. GS said "don't fucking talk to my men". I said "they ain't your men and why can't I talk to them?" GS said "I want to know what you said". I said "this is a joke". GS started to walk on site without a hard hat so I said "put your hard hat on" GS walked back and grabbed a hard hat, walked on site and got up into my face saying " what did you say to my

men?"

35. *At this point* GC noticing what happened came over. GC listened to what was happening and asked the Aboriginal guard if he'd been threatened. He said no and the situation de-escalated.
36. *This would all have occurred* around 10:30am. The interaction only lasted about 2 mins. The only person who may have seen the interaction would have been GC and RW. RW was next to the discussion. BoB was also in the area having just come of smoko and was walking nearby. BoB didn't say anything. RW argued with GS as well saying "you can't expect us not to talk to people, it's a construction site". GC squashed the whole altercation when he came over.
37. *I have never* had an altercation with GS before this. I understand that GS has had altercations with many others on site (example: BI said after he had a run in with GS - safety BMD). I am unsure of who the others are who have had altercations but heard the day after this altercation that this was the case.
38. I have never worked with, for or known of GS before working on the Centenary project and this was my first direct engagement with him. We have walked past each other only circa 3 times after this altercation and before the 5 June matter. Nothing has been said in these situations.

Do you have any understanding of why GS would approach you in this way?

39. *I believe* GS feels someone has been threatened in his team previously and he's observed me talking to one of his guys on the day and assumed threats were coming from me. I have never threatened any of his guys. GS said there has been threats by text messages to security team members but when I asked him to show me evidence after the 5 June 2024 altercation GS wouldn't show the messages.

Do you have any further evidence to support the allegations / response to the allegations made?

40. *TBC on submission of signed statement by CR.*

Please detail any other relevant information.

41. *In the meeting* on 6 June 2024 the day after the 5 June 2024 altercation (with RP, GS, GD and me) which was to discuss what had happened, I walked out after about 20 minutes being frustrated.
42. *Later GD told me that* GS said "I get these threats to me all the time. I've been told on this project that they are going to burn down my house, fuck my wife, kill my kids." I told GD this is not comparable since he runs a security firm and I am in construction and questioned GD as to why GS said this when I was out of the room - seemed strange to me.
43. *In a separate conversation I had with RP on 6 June 2024* he summarised his understanding of the CFMEU bikie affiliation (bandidos) and HOST bikie affiliations (Commancheros). My observation is RP knew about their being a Commancheros/HOST connection before the 5 June 2024 took place.
44. *RP (GD/GK/ST/SD there as well)* offered 12 months of security protection on my house "just let me know" he said. This was offered on 6 June after the normal 2pm meeting they all attend on site. This conversation took place on the grass in front of nearby gym (Jindalee fitness). GK had been walking with me to GK's car.
45. *Before the 2pm meeting* on 6 June 2024 I spoke to RP one on one. I said to RP he needs to check in on

BoB (BMD employee who's heart rate has been up for last two days according to BoB's smart watch heart reading). I said make sure he's ok. RP said he was going to talk to HOST to make sure this won't happen again. RP said he would leverage the amount of work he gives HOST in order to squash this. (I recorded this covertly on my phone)

46. RP said in a separate conversation where GK was present on 6 June 2024 "I'm gonna make some calls and let them know you're one of my men now - is that ok?" This interaction took place between the meetings referenced above. RP said he can relate because his wife and kids are in the same boat. RP said the other night that his wife said she shouldn't feel scared living in their own house.
47. GD in phone call to me since the 6 June 2024 meeting implied he didn't believe what RP was saying.
48. GK said to me that he feels I have been set up by RP because GK feels he had been set up by RP as well.
49. GD told me in the meeting the day after the 5 June 2024 altercation that ST and RP are seen walking just ahead of the 3 members of the public and GS in the video footage on site which seems suspicious to me.
50. Interview ended at circa 10:45am on 13 June 2024

In closing the interview the following was conveyed:

INTERVIEWER explained to that next steps will be to provide the transcript of this statement for review and signature. While every effort will be made to reach a conclusion promptly, the primary aim in any investigation is to ensure the necessary time is made available to ascertain the information required to arrive at findings based on the facts available.

Please note: while we will communicate when an outcome has been reached we have a duty of care and obligation to protect the confidentiality and privacy of all of our employees or workers and as such, we will not be able to share specific details of the investigation.

DECLARATION

KEEP IF INTERNAL WORKER

1. I confirm that this form and all attachments accurately and honestly describe the circumstances and any events.
2. I acknowledge that I MUST NOT disclose any information in this form or provide a copy of this form to any person unless required by law or Georgiou procedures. Disclosure of information may breach confidentiality obligations and may compromise the integrity of an investigation resulting in disciplinary action that may

result in termination of employment.

3. I understand that Georgiou will not tolerate vexatious, frivolous or improper complaints and that any statement that is found to be vexatious, frivolous or made for an improper purpose may constitute grounds for disciplinary action.

Print Name:

Signature:

Date: