

PRIVATE & CONFIDENTIAL

INVESTIGATION REPORT

	Details
From:	Thom Baker - HR Manager Qld
To:	Courtney Scott - National People and Capability Manager; and Sean Donald - General Manager Qld
Subject:	Workplace Investigation Report - Cody Raymond (Georgiou) Allegations
Date Prepared:	20 June 2024

Private and Confidential

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1. INTRODUCTION

Cody Raymond (CR), CW6 employee of Georgiou provided a verbal complaint to Gavin Kenny (GK) alleging that 3 members of the public (MOPs) accompanied by Gary Samuel (GS) of HOST EPCM visited the Centenary Bridge Project on 5 June 2024.

In this visit CR states that one of the MOPs was aggressive and verbally abusive towards him and made threats to harm CR and his family. He also states that this member of the public (MOP) identified himself as the leader of an outlawed motorcycle club (OMC).

CR states he believes HOST EPCM is part owned by the MOP and the OMC.

Thom Baker (TB) was assigned by Georgiou on 11 June 2024 to investigate this matter. TB met with CR in person on 13 June 2024 to take a full statement from him noting CR had provided an informal statement shortly after the incident.

The following report summarises CR's allegations along with conclusions reached from the available evidence and recommended actions.

1.2 Individuals involved

Name	Position Title	Company	Statement Taken
Thom Baker (TB)	HR Manager Qld	Georgiou	
Courtney Scott (CS)	National People and Capability Manager	Georgiou	
Sean Donald (SD)	General Manager	Georgiou	
Cody Raymond (CR)	CW6 (Crane Operator) - Complainant	Georgiou	Yes
Greg Schmidt (GRS)	CW3 (Traffic Controller)	Georgiou	Yes
Rob Whysall (RW)	CW5 (Formworker)	Georgiou	Sought but RW declined
Gary Samuel (GS)	Owner	HOST EPCM	Yes but not included in determining the conclusion at GS' direction*
Greg Calder (GC)	General Foreman	BMD	Yes
Ben O'Brien (BoB)	Rigger	BMD	Sought but BoB declined
Steve Thomas (ST)	GM Human Resources	BMD	
Matt Minehan (MM)	Boilermaker	Mulherin	Yes

- * GS provided a statement which was recorded by TB on the afternoon of 13 June 2024. This was provided to GS for review by email on 17 June 2024 noting TB was on leave on 14 June 2024. TB spoke to GS on 18 June 2024 and GS indicated he believed a decision to remove HOST from site had already been made by the Georgiou BMD joint venture and as such he would be redacting much of his statement since his intent in providing it was to protect the interests of HOST against the allegations made.
- TB emailed GS on 19 June 2024 requesting the signed statement by 12pm, 20 June 2024 advising that the unsigned statement provided would otherwise be used in concluding the investigation;
- GS replied to this email stating he does not authorise the use of any unsigned statements. He explained his intent to provide a signed statement when he has had time to review the statement sent to him by TB on 17 June 2024;
- A decision was made to conclude the investigation without any statement from GS since his statement collected on 13 June 2024 did not materially alter any of the available facts ascertained through the remainder of the investigation, nor did it provide any new substantiated information that may alter the available facts and outcome of the investigation; and
- TB emailed GS on 20 June 2024 advising that the investigation would conclude absent of his statement but that Georgiou will accept his signed statement at a later date and may reopen the investigation if this provides any new information that materially alters the available facts established in the original investigation close out.

1.3 Investigation Methodology

The investigation methodology used is consistent with Georgiou's Conducting Workplace Investigations - Human Resources Guide.

2. SUMMARY OF EVIDENCE GATHERED

2.1 The Complaint

In his statement CR alleges that:

1. Threats were made on 5 June 2024 by a MOP purporting to be the leader of an OMC at the Centenary Bridge Project (CBP). This threat was to harm CR and his family and burn CR's house down;
2. The MOP claimed to be the leader of an OMC; and
3. The MOP claimed to be an owner of HOST EPCM.

2.2 Allegation Summary and Findings

Allegation	Detail	Evidence/Commentary	Finding	Evidence Code
A member of the public (MOP) visited the CBP and threatened CR on 5 June 2024. GS was in attendance.	CR was confronted by 3 MOPs and GS was in attendance. One MOP threatened CR.	In his statement (S1) CR outlined specific threats he received from the MOP on the lives of himself and his family. GRS was a witness (S3) and stated that CR was calm and that he didn't hear any yelling or provocation from CR during the incident. GRS stated that the MOP was loud and swearing a lot towards CR. MM was a witness (S4) and stated that the MOP was shouting and pointing at CR and made physical threats against CR. MM also commented that GS was in attendance and appeared to be enjoying the altercation. A statement from potential witness BoB was sought however BoB declined providing any statement. CCTV footage (VF6) from site shows the interaction taking place. Audio is masked mostly by background construction and traffic due to nearby traffic. The MOP can be heard saying "don't call the police yeah" and his body language is consistent with CR's allegation that the MOP is the aggressor in this interaction.	Behaviour / Conduct found to have occurred	S1 S3 S4 VF6
The MOP threatened to harm CR and his kids on 5 June 2024	The MOP threatened to burn down CR's house and harm CR and his kids as a result.	In his statement (S1) CR outlined specific threats he received from the MOP to harm CR and his kids and to burn his house down. GRS was a witness (S3) and stated he did not hear any threat but that one could have been made.	Inconclusive	S1 S3 S4

		MM was a witness (S4) and stated that physical threats were made by the MOP against CR. MM did not hear any threat to harm CR's family although stated CR did tell him this occurred shortly after the altercation and the threat MM conveyed CR told him about is consistent with CR's allegation.		
The MOP that made threats is the leader of the OMC referenced by CR in his statement	The MOP identified himself as the leader of an OMC.	CR stated (S1) the MOP making threats against him identified himself as the leader of an OMC. MM stated (S4) he did not know who the MOPs were. GRS stated (S3) he did not know who the MOPs were.	Inconclusive	S1 S3 S4
The MOP is an owner of HOST EPCM	HOST EPCM is part owned by the MOP.	CR stated (S1) that the MOP claimed ownership of HOST EPCM ASIC records (R1) show that HOST Group Australia Pty LTD trading as HOST EPCM is 100% owned by GS. The available evidence does not substantiate that the MOP is an owner of HOST EPCM.	Inconclusive	S1 R1

Note: Evidence is saved in the HR file of Cody Raymond under HR > Cody Raymond - Workplace Investigation > CR Workplace Investigation Documents

3. SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

3.1 Summary of conclusions

The conclusions drawn below are summarised on the balance of probabilities based on the facts ascertained in the available evidence collected in this investigation. A fact is proved to be true on the balance of probabilities if its existence is more probable than not.

Based on the evidence available a MOP did make physical threats to CR on 5 June 2024. While the evidence does not substantiate the specific threat to CR's family or house it is clear the MOP acted aggressively towards CR during this incident.

There is no evidence to identify the MOP nor to substantiate the MOP alleged claim that he is an owner of HOST EPCM.

3.2 Recommendations and Actions

1. Formal meeting with CR to close the investigation and issuance of an investigation outcome letter;
2. Ascertain if an alternative role and project available for CR at Georgiou; and
3. Direct CR to return to work noting Georgiou believes the workplace to be safe;
 - In doing so offer CR suggest alternative suggestions that Georgiou may not have considered in order to secure his return to work;
 - Provide CR with a direct point of contact outside of the project to support his wellbeing at work; and
 - The HR Manager QLD to conduct weekly wellbeing check-ins by phone call during the first month of his return.

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 - Daisy Hill (Interviewee's choice)</i>
Date of Alleged Incident	<i>5 June 2024</i>
Location of Alleged Incident	<i>Centenary Bridge Project</i>
Time of Alleged Incident	<i>12:30pm - 01:30pm (5 June 2024)</i>
Date of Interview	<i>13 June 2024</i>
Parties Present at Interview	<i>Thom Baker (TB) - HR Manager - Georgiou Cody Raymond (CR)- CW6 - Georgiou Note: CR did not elect to have a support person present</i>
Parties referred to in the interview	<i>Thom Baker (TB) - GEORGIU Cody Raymond (CW6) - GEORGIU Paul Arcadiou (CW6) - GEORGIU 'Benji' HOST Group Associates of HOST Group X2 Gary Samuel (GS) - HOST Group Gareth Davie (GD) - SNR Project Manager - GEORGIU Rob Pickard (RP) - General Manager - BMD Steve Thomas (ST) - Human Resources - BMD Gavin Kenny - (GK) - Superintendent - GEORGIU Sean Donald - (SD) - General Manager - GEORGIU</i>
Supporting documentation	<i>CCTV footage 05/06/2024 (1200 -1300HRS)</i>

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 not sufficient.

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

1. This interview / statement was requested of me, from senior management in order to provide Georgiou with an understanding of the Psychosocial hazards that arose on the 5 June 2024, the threat of life on myself, 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" indicating evident traumatic anxiety or paranoia)

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" (referencing to the shared construction / public pathway controlled per the scope of the regulated council TGS) within the Construction perimeter of the Centenary Bridge Upgrade Project
4. I was positioned in the crane, the crane was idling.
5. I witnessed my rigger being shouted at through the exclusion zone fencing, by a guy in a black shirt, the man was using strong offensive hand gestures and was pacing back and forth aggressively.
6. I grabbed my handpiece for my 2-Way- Radio and asked him "Who are they", he responded "They asked for you", and gave off the impression he had been verbally abused, his body language had changed to a definitive sign of overwhelming fear - it was clear upon viewing, that my Rigger had been made to feel his security of feeling safe in the workplace had been compromised by the group of men.
7. As I was approaching the exclusion zone fence the man in the black shirt was identified as possible Lebanese descent. Alongside him were 3 other men, 1 of whom is the owner of Host Group (Gary Samuel) I had a brief encounter with on the 30th May 2024, an investigation was conducted and the findings were relevant to that of a heated debate only. The man in the black shirt was requesting information regarding that event. He was verbally abusive and aggressive, the group presence was physical intimidation motivated.
8. I began to respond and continued walking towards the exclusion zone fencing, he mirrored my paces until I reached the gate, of which I removed the chain & padlock and exited the exclusion zone. To

consult with the four men on the shared bike path. I 'dummy locked' the gate as I closed the gate behind me to protect my colleagues from what I had assessed to be a dangerous, unsafe workplace situation.

9. As the abuse, and aggressive behaviour escalated the three other men stood close. Their presence was menacing, and their body language suggested they were there to support the man's motive position, adding pressure and intimidation to the already charged atmosphere. I was, feeling cornered by both the verbal assault and physical intimidation, so I positioned myself strategically to navigate not being violently abused by all four men at once. The situation was tense, with the potential for escalation at anytime.
10. The man in the black shirt, identified himself as "Benji from the Commos" attempted to intimidate me verbally, accusing me of threatening his worker
11. 'Benji' claimed ownership of the security/logistics firm Host Group, contracted by GBJV Centenary Bridge Upgrade Project, Gary Samuel did not speak, nor did he deny the claim.
12. 'Benji' became extremely aggressive, questioning my awareness of his identity, and his place of residence being Melbourne. Upon google review 'Benji' is the national president of the Comancheros Outlaw Motorcycle Club, a worldwide known violent gang it is of my post traumatic understanding; that he assumed people would know that when prompted.
13. During the verbal assault, serious threats were issued; threatening to burn down my house and harm my children, asserting his knowledge of my name, clearly.
14. Despite the threats, I proceeded to retreat back inside the exclusion zone fencing, whilst 'Benji' mirrored my movements from the shared bike path and continued verbal abuse while still accompanied in intimidation formation by Gary Samuel, and 2 other men.
15. Feeling threatened, I checked on my colleagues and observed the group of men, including Gary Samuel, and 'Benji', leaving the area while he persisted his violent aggressive behaviour verbally.
16. A second altercation occurred when I crossed the shared path to fulfill my job responsibilities for a colleague in another crane. 'Benji' reiterated threats to my personal safety, stating he intended to burn down my house.
17. Upon these threats, I approached the temporary fence panel, rejecting his use of the term "brother" and dismissing his claims.
18. As I walked away towards the crane to where I felt safe, he continued to shout abusive remarks, including "watch out." He made strong suggestions that I "do not contact the Police" on multiple occasions.
19. Whilst completely overwhelmed, I proceeded to conclude my job responsibilities taking over for the operator whilst he attended to a lunch Break. During this time I had multiple phone calls from senior project management inquiring about my well-being, specifically questioning whether I had sustained any harm or distress as a result of the incident, they indicated they were all contacted by distressed colleagues. It was requested of me that I head to the office ASAP and speak with Project Management.
20. 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"
21. 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 Comanchero from Melbourne and this is his security firm"

22. Neither man responded to that which I found strange given I'd mentioned a known criminal organisation but instead praised my work with the install of the box girder 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 acknowledged the conversation (meeting on 6 June 2024 with GD, GS, RP, and myself) "made sense to him why I bailed him up about it"

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

23. No. Neither said anything.

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

24. I don't know who "witnessed" it, many people could see what happened, It was caught on CCTV

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

25. No, many people could see what happened, it was all caught on CCTV

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?

26. No. Nothing is a justification for said threats to occur, whilst in your safe place of work.

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

27. Please refer to the CCTV footage June 5 2024 1200-1300 Hours - it is still yet to be provided to me.

Please detail any other relevant information.

28. In the meeting on 6 June 2024 the day after the 5 June 2024 workplace incident(with RP, GS, GD and me) which was to discuss what had happened, I walked out after about 20 minutes being frustrated that GS was not being truthful. I announced that I was providing him my respect of attending the meeting, when he didn't deserve it for allowing such threats in my place of work at all, he lost my attendance by not being truthful.

29. In the meeting on 6 June 2024 (with RP, GS, GD and me) GS said "I get these threats all the time. I've been told they are going to burn down my house, fuck my wife, kill my kids." I exclaimed that, him and my situation is not comparable since he runs a security firm and I am in construction worker on a construction site

30. RP (GD/GK/ST/SD there as well) offered security protection on my house to hinder the risk "just let me know" he said. This was offered on 6 June after the normal 2pm site management meeting. This conversation took place on the grass in front of nearby gym (Jindalee fitness). GK had been walking with me to GK's car.

31. Before the 2pm meeting on 6 June 2024 It was requested of me by RP through GD that 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 as BMD uses Host regularly, indicating leveraging work capacity to squash this.

32. *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.*
33. *RP in our one on one meeting, said he can relate to the threats imposed on me and my family and the understanding that my partner is an anxious mess as a result because his wife and kids are in the same boat. RP said recently that his wife said she shouldn't feel scared living in their own house, and that "when will it stop"*
34. *GD had attempted to provide the footage to me but was advised not to do so, as should that come to fruition his identity would have implications with Host Group and their affiliations also.*
35. *Georgiou Group have provided my family with temporary accommodation as a proactive measure to minimize the risk on my family.*
36. *I had requested answers as to why GBJV had not notified Police, as I was afraid to do so myself providing the threats imposed during the incident. The Psychosocial Hazard consequences still remain, and the risk is unknown.*
37. *My family have not been home since the incident.*
38. *We have suffered significant loss, psychologically, financially, emotionally and socially as a result of this incident.*

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

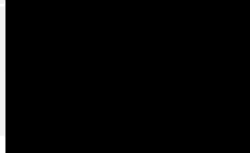
1. I confirm that this form and all attachments accurately and honestly describe the circumstances and any events.
2. I acknowledge that I MUST NOT disclose any information in this form or provide a copy of this form to any person unless required by law or Georgiou procedures. Disclosure of information 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:

Cody Raymond

Signature:



Date: 18 June 2024

RECORD OF INTERVIEW (ROI)

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DETAILS

Interviewer	<i>Thom Baker</i>
Interviewee Full Name	<i>Greg Schmidt</i>
Position Title	<i>Traffic Controller</i>
Employer	<i>Georgiou</i>
Interview Location	<i>Centenary Bridge Project Site Office</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>30 May 2024 circa 11:30am / 5 June 2024 circa 12:30pm</i>
Date of Interview	<i>19 June 2024</i>
Parties Present at Interview	<i>Thom Baker - Georgiou (TB) Greg Schmidt - Georgiou (GSR)</i>
Parties referred to in the interview	<i>Greg Schmidt - Georgiou (GSR) Cody Raymond - Georgiou (CR) Gary Samuel - HOST EPCM (GS) Members of the public x 3 (MOP)</i>
Supporting documentation (where applicable)	

STATEMENT

ITEMS COVERED BEFORE QUESTIONING:

Interviewee was given notice about this meeting and;

- Advised they are not compelled to provide a statement;*
- 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 an alternate 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).*

Interview was conducted in person and GSR was offered the opportunity to have this interview conducted in person with a support person present which declined.

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

TB also advised that if GSR felt he needed any additional and professional support, EAP was available and this offered.

It has been alleged by Cody Raymond (CR) of Georgiou and Gary Samuel (GS) of HOST EPCM that an altercation took place on 30 May 2024 at the Centenary Bridge site. You have been identified as a potential witness.

Please describe your version of the specific events related to the 30 May 2024 incident:

1. I don't know what happened here. I sought to stop pedestrian access as I noticed a gathering of people on the far side of the site from where I was standing on the public pathway in case something escalated. I wanted to ensure no member of the public was affected by anything that may have potentially happened.
2. I didn't hear or see anything of any note.

On 5 June 2024 it is alleged that 3 members of the public (MOP) and GS were involved in an altercation with CR. You have been identified as a potential witness.

Please describe your version of the specific events related to the 5 June 2024 incident:

1. Just prior to the incident, two other security guys arrived prior to the MOP coming up and spoke to the security guard on the gate where the altercation took place. I'm not sure what was said.
2. I observed an altercation take place once the MOP arrived at the site gate, they remained on the public pathway.
3. I only heard one of the MOP raise their voice. He was swearing a lot. The chain one of them was wearing suggested he had money, I'm not sure which one had the chain.
4. I have never seen them before and I don't know who they were.
5. In response to the MOP swearing and pointing CR said words to the effect of "is that so". He was calm and didn't use swearing from what I heard.
6. CR did come from the site into the public pathway through the gate at the start of the altercation and returned through at the end of the first part of it
7. On returning into site CR walked towards the river on the site side and the MOP followed him on the public pathway footpath swearing loudly (Fs and Cs) and lower volume words I didn't hear.
8. I didn't hear any yelling or provocative words from CR throughout.
9. Only one MOP spoke throughout as far as I heard. I was about 15 metres away. I was thinking it could get physical so was positioning myself to exit if needed.
10. One of the security guys afterwards said I hope we don't lose our job for what he's just done. I took this to be him referring to the MOP. I don't know who this security guard was.
11. I didn't hear any specific threat being made but it was heated from the side of the MOP throughout. A threat could have been made but I didn't hear anything.

12. In my opinion CR looked to be keeping his cool. I've seen similar circumstances in my life previously that have escalated to a punch up but this one didn't go further than loud swearing from the MOP and CR saying words to effect of "is that so".

13. My concern was keeping kids and other public safe walking through the pathway that runs through site.

Did you speak to CR afterwards?

14. No. Haven't seen him since.

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

15. No. We have different security every day so I don't know them.

Please detail any other relevant information.

16. Only that there were two security guys that walked up shortly before the footpath confrontation. I am not sure what they said. CR was speaking to some security guys as well a few minutes prior to the altercation. It was a short conversation but I am not sure what was said.

In closing the interview the following was conveyed:

TB explained to that next steps will be to provide the transcript to GSR 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.

GSR requested that TB read the statement to him in the meeting so he can sign immediately. This was facilitated by TB.

DECLARATION

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:

Greg Schmidt

Signature:



Date:

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19-Jun-2024 | 7:32 AM AWST

RECORD OF INTERVIEW (ROI)

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DETAILS

Interviewer	<i>Thom Baker</i>
Interviewee Full Name	<i>Greg Calder</i>
Position Title	<i>General Foreman</i>
Employer	<i>BMD</i>
Interview Location	<i>Centenary Bridge Project Site Office</i>
Date of Alleged Incident	<i>30 May 2024</i>
Location of Alleged Incident	<i>Centenary Bridge Project</i>
Time of Alleged Incident	<i>11:30am</i>
Date of Interview	<i>18 June 2024</i>
Parties Present at Interview	<i>Greg Calder (GC) - General Foreman - BMD Tiffany Powell (TP) - HR Advisor - BMD</i>
Parties referred to in the interview	<i>Gary Grant (GG) - QLD area manager- BMD Quinn Murray (QM) - Project Manager - GEORGIU Gareth Davie (GD) - Senior Project Manager - GEORGIU Cody Raymond (CR) - CW6 - GEORGIU Gary Samuel (GS) - OWNER - HOST EPCM Nick Willetts (NW) - Supervisor - GEORGIU Gavin Kenney (GK) - Superintendent - GEORGIU</i>
Supporting documentation (where applicable)	<i>n/a</i>

STATEMENT

ITEMS COVERED BEFORE QUESTIONING:

Interviewee was given notice about this meeting and;

- Advised they are not compelled to provide a statement;*
- Explained that details of this statement may 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;*
- 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 in the presence of TP as a support person nominated by GC.

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

It has been alleged by Cody Raymond (CR) of Georgiou and Gary Samuel (GS) of HOST EPCM that an altercation took place between them on 30 May 2024 at the Centenary Bridge site. You have been identified as a potential witness by both parties.

Please describe what you observed of the altercation:

1. I was walking through site when one of the structures labourers (unsure who) asked me to come over to where GS and CR were as they felt the discussion between them was going to escalate.
2. When I got to where GS and CR were I could see that there was an altercation between them both.
3. CR was heated and aggravated, GS was pretty calm.
4. GS said his guys were feeling intimidated by CR asking them questions. CR responded "you're a goose mate". GS said "you're calling me names now?" CR said "What are you gonna do about it?"
5. My opinion is GS may have taken the "goose" comment personally. I'm pretty sure he said words to the effect of "are you threatening me" but I didn't feel like what was said was threatening. I felt this was more of a disagreement.
6. I aimed to de-escalate the situation and eventually managed this resulting with GS and CR going back to work and security guards back to their posts.
7. I established that GS had an issue with CR asking one of his security guards questions. I spoke to the guard and he explained the questions were about where he was from, how long he was here for. I didn't get the sense the guard felt threatened or intimidated.
8. In my conversation with GS outside the gate on the public footpath afterwards GS stated that CR shouldn't be talking to my guys and should be doing his job.
9. I felt like this was nipped in the bud. To my knowledge the issue between GS and CR hasn't surfaced again since from either CR and GS.
10. I informed QM what happened shortly after the incident. Later in day I spoke to GG at BMD but GS had already spoken to him about the incident. After speaking to GG I spoke to GD after and briefed him.

Please describe the demeanour, behaviour, tone and approach of both CR and GS based on what you observed.

11. GS was calm throughout the interaction. CR was heated and aggravated.

Did you observe anyone other than GS and CR speaking during the altercation?

12. Some of NW's crew were standing around but I don't know names. Some of them said a few things, adding their ten cents worth. Their comments were mainly about GS meddling but there was nothing threatening or inflammatory in what was said.

Did you observe either party make any untoward comments towards the other party? If so please provide details.

13. Only what has already been stated.

What was discussed between yourself and GS immediately after the incident while you were both on the public Pathway (noting video footage from security cameras shows a discussion taking place)?

14. Nothing of note, I was focused on de-escalation. I'm not sure exactly what I said but it was regarding this.

Did you have any sense that GS felt that this wasn't over or was in any way likely not to let this matter go?

15. No. I felt the issue was sorted. This was the last I heard of it.

Were there any other witnesses beyond those you've already mentioned?

16. No.

How long have you known GS and CR, what is the nature of your relationship with either and how would you characterise them generally?

17. I knew CR from his short time with BMD on this project before he joined Georgiou. I only know GS from his time on this project.

18. I don't know GS much but what I have seen of him has been through minor interactions on site. I think he is just doing his job. I've haven't had or heard any dramas with him.

▪

19. CR is very opinionated.

Would you say there is a negative view of CR on site?

20. Yes. I think this is a result of his attitude and his outspoken opinions. Others on site have told me directly this is their view as well.

21. I also understand that he has apparently threatened another person on site. Threat was that he was going to "punch his head in". I heard this direct from that person and believe this was raised with QM and GK. I prefer to not to state this person's name. This occurred roughly 4 months ago.

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

22. No.

Please detail any other relevant information.

23. I have nothing further to add.

In closing the interview the following was conveyed:

TB explained to GC that next steps will be to provide the transcript of this statement for his 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.

DECLARATION

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. Georgiou reserves the right to take appropriate action in the event this occurs.
3. I understand that Georgiou will not tolerate vexatious, frivolous or improper complaints. Where any statement is found to be vexatious, frivolous or made for an improper purpose Georgiou reserves the right to take appropriate action.

Print Name: Greg Calder

Signature

Date: 19-6-24

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>Matt Minehan</i>
Position Title	<i>Boilermaker</i>
Employer	<i>Mulherin</i>
Interview Location	<i>Centenary Bridge Project</i>
Date of Alleged Incident	<i>5 June 2024</i>
Location of Alleged Incident	<i>Centenary Bridge Project</i>
Time of Alleged Incident	<i>12:30pm on 5 June 2024</i>
Date of Interview	<i>19 June 2024</i>
Parties Present at Interview	<i>Thom Baker - Georgiou (TB)</i> <i>Matt Minehan - Mulherin - (MM)</i>
Parties referred to in the interview	<i>Members of Public x3 (MOP)</i> <i>Indian Looking Fella -(understood to be Gary Samuel of HOST EPCM (GS) based on video footage)</i> <i>Ben O'Brien (BoB)</i> <i>Brad - Mulherin worker</i> <i>Greg Schmidt - Georgiou - (GSR)</i>
Supporting documentation (where applicable)	

STATEMENT

ITEMS COVERED BEFORE QUESTIONING:

Interviewee was given notice about this meeting and;

- Advised they are not compelled to provide a statement;
- Explained 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 an alternate 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).

Interview was conducted in person and MM was offered the opportunity to have this interview conducted

in person with a support person present which MM declined.

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

It has been alleged by Cody Raymond (CR) of Georgiou that an altercation took place between a MOP, GS and CR on 5 June 2024 at the Centenary Project Site. You have been identified as a potential witness.

What did you observe of the alleged interaction on 5 June 2024?

1. I was on the beam next to the public footpath where the incident took place welding. I was about 2 metres away. I had earplugs in but I could hear CR being yelled at by a MOP.
2. I had seen the MOPs walking through the site with security on a date previous to the incident. The same 3 guys did the same little walk with that Indian looking fella (GS). I saw the Indian looking fella get into a van with them as well on this day. Would have been just about 15 May 2024, day or two after. I just checked my call logs (in the interview) to see when one of our delegates called me about the CFMEU being there blocking site with their crowd. This call was on 15 May 2024. Not sure who the Indian looking fella is but I assume him to be boss of a security company as he's always here around security.
3. I remembered the MOP with the beard (the beard was distinctive to me at the time of the first site visit)
4. One MOP was pointing and shouting at CR. The other two didn't speak.
5. I thought at the time why isn't the Indian dude stopping this. He seemed to be enjoying it.
6. I was about 2 metres away (I was told I am in the video footage behind Cody)
7. I heard the MOP threatening CR things like "come over here", "I'll belt ya", "come over this side of the fence"
8. The altercation took place in two parts. The initial altercation and then CR walked towards the river on the site site of the fence and the MOPs and Indian looking fella followed him. The MOP doing the talking was still yelling and making a scene.
9. CR didn't raise his voice once throughout, he just "copped it" and said words to the effect of "what are you talking about?" "are you serious?". CR appeared concerned at what was going on during the altercation.
10. There was no doubt that CR was being physically threatened by the MOP although I didn't hear any specific threats beyond the physical threats already referenced.
11. There is nothing I am aware of to suggest why the MOP would have targeted him. I haven't seen CR do anything to upset anyone, he seems to get on with everyone fine.

How long have you known CR?

12. I have only known CR since start of this job with Mulherin. We have been 8 weeks on the job but it is only really 4 weeks since I have spoken to CR. My relationship with CR has been good, our work gives us cause to talk a lot during the day. I wouldn't say there was anything special about our relationship beyond any other normal working relationship.
13. I tried to speak to CR immediately after the incident asking him about it, he said they threatened to burn his house down and kill my kids. He didn't hang around though and was clearly shaken so we didn't talk more about it at this time.

14. The day after I asked CR what it had all been about, CR said there was an altercation with the indian looking fella who owned one of the security companies on site last week and CR felt this altercation was related to that.

Did you hear anyone other than CR and the MOP speaking during the altercation? What was said?

15. No

Outside of CR, do you know any of the people involved? If so, please describe your relationship and how long you have known them.

16. No

Were there any other witnesses beyond those you've already mentioned?

17. GSR. BoB. Another worker with me but he said to me he didn't know what happened or hear as he was welding at the time (Brad).

Do you have any further evidence to support your statement?

18. No

Please detail any other relevant information.

19. No. I haven't spoken to CR since this occurred.

In closing the interview the following was conveyed:

TB explained to that next steps will be to provide the transcript of this statement to MM 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.

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Print Name: Matthew Minehan

Signature:



Date: 19-Jun-2024 | 4:39 PM AWST