

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	Thom Baker
Interviewee Full Name	Gary Samuel (GS) - email [REDACTED] Support person nominated by GS - Tiffany Powell (TP)
Position Title	Owner
Employer	HOSTEPCM
Interview Location	BMD Port of Brisbane Office
Date of Alleged Incident	30 May 2024 (GS believes the date provided by CR to be accurate although couldn't recollect the exact date at interview) and 5 June 2024.
Location of Alleged Incident	Centenary Bridge Site
Time of Alleged Incident	Circa midday for 30 May 2024 incident (video footage may confirm exact timing). Video footage shows 12:41pm for 5 June 2024 incident.
Date of Interview	13 June 2024
Parties Present at Interview	Thom Baker (TB) - HR Manager - Georgiou Gary Samuels (GS) - Owner - HOST EPCM Tiffany Powell (TP) - HR Advisor and GS nominated support person - BMD
Parties referred to in the interview	• Greg Calder (GC) - Foreman - BMD • Indigenous worker (IW) - HOST EPCM • Tiffany Powell (TP) - HR Advisor - BMD • Cody Raymond (CR) - CW6 - GEORGIU • HOST Team Members - Anonymous • HOST Logistics guy - Name not provided • GEORGIU Employees (3 or 4) present in 30 May 2024 altercation - Unknown (one described by GS as having red hair and a goatee) • Gavin Kenny - (GK) - Superintendent - GEORGIU • Darren "Daz" - HOST EPCM • Young Security Guard - EMPLOYER UNKNOWN - Anonymous • Boss of Young Security Guard - EMPLOYER UNKNOWN - Anonymous • CFMEU • Steve Thomas (ST) - GM HR - BMD
Supporting documentation (where applicable)	

STATEMENT

ITEMS COVERED BEFORE QUESTIONING:

Interviewee was given notice about this meeting and;

1. *Advised they are not compelled to provide a statement;*
2. *Explained that details of the information provided in this statement may be shared with any person against involved in this investigation including with potential witnesses for the purpose of establishing the available facts;*
3. *Provided the option to hold the interview at another time and date and via an alternate medium if preferred;*
4. *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 at the location nominated by the interviewee. GS was offered the opportunity to have this interview conducted with a support person present which GS accepted nominating TP.

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

5. *The interviewer (TB) commenced the interview by acknowledging TP as support person and explaining the role of support person to both TP and GS noting there is to be no advocacy of or speaking on behalf of GS. Both TP and GS acknowledged and accepted this.*
6. *TB outlined to GS the allegation made by CR that a threat was made on CR and his family by a member of the public (MOP) purporting to be the president of the Comanchero motorcycle club and that GS was present when this occurred on 5 June 2024. TB also explained CR stated there was a previous altercation between himself and GS alleged to have occurred on 30 May 2024 which CR believes to be relevant to the 5 June 2024 incident. CR now has serious concerns for the safety of himself and his family.*
7. *GS asked that relevant context be recorded prior to proceeding. GS stated that his in his role as owner of a security firm he necessarily has a deep network of contacts, some with people of high repute, some with people of not so high repute. GS stated that this was necessary in his role since he is in the business of managing risks and potential threats to his clients so understanding both groups of people as may be relevant to the job his team is working on is valuable in being able to proactively manage risk. GS wanted to explain this early in the interview so that having such a network isn't conflated with association and that what could be perceived as evasive responses to questions on his part are considered under this context.*

The interviewer is not recording this meeting. Is this meeting being recorded by either the interviewee or the support person?

8. *GS and TP both responded "no".*

It has been alleged that there was an altercation between yourself and Georgiou employee Cody Raymond (CR) on 30 May 2024 at the Centenary Project site. Is this the case?

9. Yes although I don't know the specific date but 30 May 2024 sounds about right. There should be video footage of the incident that should show the time and date if it is important to the investigation. Either way, the altercation occurred roughly a week prior to the altercation with the members of the public (MOPs).

Please provide details of what happened:

- *What happened?*
 - *Who was there?*
 - *Any other relevant context*
 - *Was there any threat made to you personally (or anyone else)?*
10. *In my work I try to interact with people generally to build relations as this often proves helpful in my line of work.*
11. *As early as mine and HOST's second day on site at the Centenary Bridge project some of my people made comments to me about a crane operator video recording and making calls talking about details of where security guards were positioned and plans of where they would be positioned and how many. The people telling me these things said it sounded like he was trying to make them aware that he knew this information.*
12. *90% of my security team work near the crane (the team is cycled through this area). 90% is about 35 people.*
13. *For additional context the joint venture had been experiencing issues with the CFMEU disrupting productivity on site and my company had been engaged to mitigate this disruption.*
14. *I raised this informally with a few people from the project at the time but I can't recall exactly who. I didn't know him as Cody at this stage, I didn't know who he was.*
15. *When I would walk by him I often observed him putting his phone away quickly and from what my team had told me I assumed he was doing something related to what my team had said and then hiding the phone. I don't have any proof for this but it is my opinion.*
16. *I know crange is majorly risky so I was surprised that CR was on his phone as often as I observed he was over the time I've been on the project.*
17. *For context, the thing that bothered me most about CR allegedly sharing information with third parties about movements and activity on site is the impact this has to productivity on site and also the risk this places my team in. For example, there was an important pour the Tuesday prior to my altercation with CR. The crane crew was doing work and CR was doing rigging work on one of smaller cranes. CR was on his phone breaching a number of safety protocols speaking loudly and I heard him stating "there's 25 guys here now, they look like a joke". This put me on alert that this may trigger more people coming to site to cause issues or to block the trucks coming in for the pour the context being this had occurred previously on the Centenary site where circa 100 people had been brought to block site access by the CFMEU, a strategy often deployed by the CFMEU. The fact that CR was speaking that loud made me sure*

it was targeted so that me and my team could hear.

18. *On the day of my altercation with CR (circa 30 May 2024) I got a call from one of my team about one of guards, an Indigenous worker (IW). My team member stated that the IW felt uncomfortable with questions being asked by CR on the day. This employee has stated they don't have their name involved in this investigation and I respect this but if push comes to shove he has said he will come forward.*
19. *I made my way to speak to the IW. He stated that CR had asked him personal questions such as how much he was being paid, why we have a campaign against the CFMEU, aboriginal burial rights (the IW told me he found this offensive and this made him feel uncomfortable), what state he comes from, where he lives. In my opinion these were unreasonable questions for a stranger to be asking him so I asked if he is ok with me trying to handle this. He said he was.*
20. *At this stage I knew of CR through others on site who had made comments about his intimidating behaviour (some of these were Georgiou people).*
21. *I walked towards where CR was working and asked him if we can talk. I was on the outside of the site fence and CR was in the work site. The gate was locked. He was initially evasive of my request to talk.*
22. *I asked my team to move clear of the area which should be corroborated in the video footage of site to remove them of risk should my conversation with CR escalate. It is never my intention that this occurs but it does happen in my line of work.*
23. *I asked CR why he was asking personal questions of my people. CR responded with "who the fuck are you"?*
24. *I asked CR if he was authorised to speak to my guys and explained one of my employees felt uncomfortable with the questioning he received from CR. I stated I wanted to hear CR's side of the story. CR told me to "fuck off" and made additional derogatory comments repeatedly including racial remarks about my skin colour/the way I look (I understand CR is affiliated with the CFMEU and took this all to be fairly standard CFMEU stuff based on my experience. CR is often seen hugging/patting CFMEU organisers when they come to site hence my associating his approach with their approach). CR also asked me again who I was.*
25. *At this stage I noticed the site gate was opening (due to access being provided for normal site work, not related to my discussion with CR) and I walked onto site.*
26. *I didn't have a hard hat on (site requirement) and CR rightly told me to get off site which I did. I borrowed a hard hat that was there for one of my team in the vicinity and walked back on.*
27. *I walked up to CR and again asked why he was asking my staff personal questions. I was calm and measured in my tone.*
28. *CR came up close to my face and said words to the effect of "let's go to the car park". He also stated he knew where I lived which I took to be an act of intimidation. I should state that CR is physically bigger than I am and he had about 3 or 4 people standing to the side of him. There was no work of any sort happening prior to this altercation so I didn't feel that I was interrupting productivity.*
29. *I did not and still do not know who the people were to CR's side but I understood them to be Georgiou employees. One had a goatee and red hair and he spoke in support of CR saying "this is just social dialogue".*
30. *CR was very heated and aggressive. He swore a lot at me during the interaction and repeatedly stated "you don't know who I am" which again I took to be an act of intimidation.*

31. *I explained I didn't know who he was and I was therefore asking if he was authorised to ask the personal questions my worker told me he was asking. (If he was I would have let this go but I understood he was not hence my duty of care as employer required me to protect my worker).*
32. *I remained measured and respectful at all times noting in my line of work this is important in de-escalating heated situations. I did accidentally brush CR's shirt with my hand due to his proximity to me at one stage during the incident and he said "don't fucking touch me". I responded that I wouldn't have if he weren't so close to me.*
33. *As things got more heated, the HOST logistics guy came up and one of the Georgiou guys said to CR "you'd better back off".*
34. *GC (BMD employee) eventually noticed what was happening and came over to asked me what was going on. I summarised for him and GC ended up asking my IW if he was okay or whether I need to escalate this on his behalf. The IW said there was no need to escalate.*
35. *The time from me being notified about the issue with the IW and the end of this situation was about 15 minutes.*
36. *Others in my team heard what was said and are willing to speak to back me up if needed.*
37. *The incident occurred around gates 3 or 4 on site and roughly around midday from my memory.*
38. *Later in the day a couple of Georgiou people asked me about what had happened. One was GK (I can't recall the other). When I mentioned it was regards how one of my indigenous workers was being spoken to GK immediately said words to the effect of "it's all good" and "water under the bridge" or similar.*

Has Cody Raymond made any threats to you and/or any other HOST employee? If so what are the nature of the threats and what evidence do you have to support these claims.

39. *No direct threats. I have since observed general behaviour from CR that appears to be his attempt to try save face among his people following the 30 May 2024 incident.*
40. *Also, Darren - "DAZ" (quite well liked HOST employee on site) said "hi" to CR one day since and CR said "I can't speak to you any more". I found this to be a random comment as no direction to not speak to HOST has been given to CR as far as I am aware and I haven't given a similar direction to any of my team.*

Since the 30 May 2024 altercation, has there been any further altercations between Cody and you?

41. *No. My team has made me aware that CR has made comments to them but since they have stated they are able to handle this I haven't sought to take this any further. I have asked my team if they want to report CR's behaviour and to date they have said no.*

How long have you known Cody Raymond and what is the nature of your relationship with him?

42. *I only know him from this project and the 30 May 2024 altercation is the first time I've had cause to speak with him.*

It is alleged that there was an altercation involving Cody Raymond, 3 members of the public and yourself on 5 June 2024. Please provide your recollection of what occurred.

43. *The context for me being in attendance is as follows:*

44. *Recently when the circa 100 people turned up to site organised by the CFMEU to block site access. There were a number of people I recognised as being people of interest to the police, untoward people (I know of these people through my work in the security industry per my opening context in this interview). On 5 June 2024 I was therefore on alert for the safety of my own people.*

45. *I had a tip off through my network on the day, about 20 minutes prior that a particular person was coming to site (the MOP). I recognise the MOP from the media but prefer not to confirm who this person is. The Tip off was about me not supporting my workers so they (MOPs) were coming to do so. The assertion was that they had assumed a young security guy working under another company on site was my team member.*

46. *I understood the young security guard in question (not a HOST employee) has been getting threats from a third party off-site.*

47. *I knew of this information because I was approached by the young security guard prior to 5 June 2024. I subsequently raised this with the boss of the security company that employed the young guard. I sought proof from the young security guard (I always do in such situations) and saw for myself the threats the young guy was getting on his phone and can confirm these were serious threats on him although I prefer not to disclose details of the threats at this time.*

48. *I believe that this young guard thinks he has been getting these threats as a result of working on the Centenary site (I don't necessarily feel this is true but I can't prove otherwise). My assumption is that because CR is known to be CFMEU affiliated and the threats to the young guard are allegedly coming from an off-site third party affiliated with the CFMEU, the young security guard is somehow considered to be affiliated with the MOP and that he has called this person to come to site as a warning to CR.*

49. *For further context, I myself received threats from some of the circa 100 people CFMEU affiliated crowd recently on site blocking access - things like "I'm gonna fuck your wife, fuck your daughter, blow up your house". I believe I became the focus of abuse as a result of them knowing I run HOST. There was also lots of racial abuse and vilification directed towards me by them. I know the identities of some of the group and understand that some of these people were not good people and are persons of interest to the police. Thus I took the threats I saw being made to the young guard to be real based on my own experiences.*

50. *On the day (5 June 2024) I saw what was going on (with the 3 members of public attending site) so I positioned myself nearby.*

51. *On arrival to the site fencing, one of the MOPs asked a worker on site for CR by name. All MOPs remained on the public side of the site fence throughout the interaction.*

52. *It's important to note that on this day there were two security companies working. There had recently been a complaint made about the unprofessionalism of a security guard (identity now known by me to be the young security guard) due to alleged interactions with a member of the CFMEU. I understand a Georgiou employee raised this (ST was in the meeting this was raised at). I wanted to know if it was one of my guys or not so I could manage this if needed but I was advised it was someone from another security company.*

53. *The only thing I heard about the interaction after CR came in was “stop threatening people” being said by one of the MOPs. CR came out in his normal aggressive fashion and walked through the fence off site an into public space towards the MOP in question. CR was aggressive in his approach and demeanour. At this stage I was trying to consider what could potentially happen so I was thinking about this given my role in security on site.*

Did anyone in this altercation make any threats? If so what were the nature of these threats?

54. *There were no threats made. In the conversation that took place CR asked me if I felt threatened by him. I responded “you know what you did”. My assumption is CR assumed this was in relation to the altercation the week prior because the MOP told CR to “stop threatening people” but it was not.*

55. *From what I have seen first hand CR doesn’t discriminate in his approach to others so I wasn’t surprised that he approached this interaction with aggression as well.*

Were you involved in coordinating the 5 June 2024 altercation in response to feeling threatened by Cody on 30 May 2024?

56. *No*

Do you know why this altercation occurred and what may have triggered it?

57. *Only what I’ve already stated as my opinion. Otherwise no.*

Do you know the members of the public involved? If so what is the nature of the relationship?

58. *I only know of the MOP who was talking to CR through media but prefer no to comment any further on his identity. I have no relationship or association with any of the MOPs.*

To your knowledge do any of the members of the public in question have relations with anyone involved in the Centenary Bridge project (whether Georgiou, BMD or other)?

59. *Not as far as I am aware.*

Was anyone else (to your knowledge) on the project (whether Georgiou, BMD or other) involved in coordinating the members of the public in question visiting site on 5 June 2024?

60. *No.*

Do you have a view/any knowledge to suggest whether Cody and his family are at risk or under any threat as a result of the 5 June 2024 altercation with the MOPs?

61. *No neither real or perceived - based on the interaction I observed.*

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

62. *Not that* I can recall. It all happened very quickly and I was on alert given the situation and my role in security on the project.

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

63. No. Site camera footage should verify the 30 May 2024 altercation. I was told that the issue on 30 May 2024 was dealt with and closed by GD albeit I wasn't aware there was any matter open in the first place.

Does any of the MOPs who attended the site on 5 June 2024 own or part own HOST EPCM?

64. No, HOST EPCM is my company and I am the only owner.

Please detail any other relevant information.

65. *Closing comment.* We (HOST EPCM) have been on the Centenary Project site for 7 weeks and during that time there have only been 1.5 days downtime. HOST have performed above and beyond in my opinion. I would be really disappointed if one person on this site (who was known to be a problem on site according to what others have told me during my time here) causes HOST to be negatively impacted on this project. Had I wanted to escalate any of the issues with CR's untoward behaviour I could have used legal mechanisms to do so (IR law, connections to Police for example) I have a good understanding of the applicable laws in place based on my experience and I could have gone down this path but I chose not to.

The following questions were asked after the 13 June 2024 interview between TB, GS with TP present.

In the 5 June 2024 incident with the MOPs, please describe the mood, demeanour and tone of the MOP speaking to Cody Raymond

66. PLEASE INSERT RESPONSE

In the video footage on 5 June 2024 you are seen walking with the 3 members of the public down Sinnammon Road all the way to the site of the altercation with CR. At what point did you meet join the members of the public and how did you come to be walking in with them?

67. PLEASE INSERT RESPONSE

In closing the interview the following was conveyed:

TB 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.

TB also explained that 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 any outcome.

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:

Signature:

Date: