



CAPABILITY STATEMENT

2026





ABOUT THE COMPANY

Founded in 2009 by Managing Director Sam Sycamore, Cat5 Rail has grown exponentially over the past decade.

Specialising in rail recruitment, manning and managed labour services, we provide tailored solutions for a wide range of domestic and international clients.

Harnessing a team of 1300+ field employees in Cat5 Rail, plus more than 195 dedicated professionals, our capabilities span Mining & Resources, Light-rail & Passenger networks. From metro to remote, the Cat5 Rail family has built a sustainable business that creates long-term opportunities for our clients and employees.

We are an employer of choice, with over 30% of our workforce having worked for us for more than 3 years.

We are committed to safe work practices, and we operate a safety consultancy division as a support to our core business. We have an outstanding safety record; our Zero harm commitment is pervasive throughout our workforce, and we have a low record of safety incidents.

Whilst our core business is Labour Hire, our business also includes:

- Track Maintenance and Construction
- Specialist Rail Plant & Hire Equipment- Hi Rail Excavators and Mobile Flashbutt Welders
- Overhead Wiring
- Rail Safeworking
- Rail/Civil/Design/Engineering Surveying
- Nationally Accredited Rail Infrastructure Training



12

Offices across
Australia/NZ



200

Internal Employees



1300

Site Based Employees





Combining our multi-disciplinary team of highly accomplished rail specialists, a modern, well-maintained fleet of machines and ample experience delivering large scale AU/NZ rail projects, Cat5 Rail provides a real turnkey solution.

Additionally, because of our substantial, rail-specific labour recruitment and safety management competencies, our clients enjoy the support of a dedicated labour management company.

We provide a complete service from the earliest stages of design review for safety and constructability to input into any required staging or temporary works, all the way through to construction, maintenance and final delivery.

Our expertise runs across various transport networks, including international assignments, for light-rail and passenger networks in metro and remote locations (AC and DC systems). And because we're one of the only companies with a wide range of in-house equipment, like OLE and hi-rail plant, we're able to perform self-delivery and labour-hire contracts with zero downtime.

WHAT
WE DO





OUR VISION

To provide high quality labour and safety management services developed to meet our clients requirements not our own.



Safety

We are committed to reducing harm and ensuring that safety is the core focus of all stakeholders.



Service

To provide a tailored service that meets the operation needs of our clients.



Community

To support the community and the people within it.



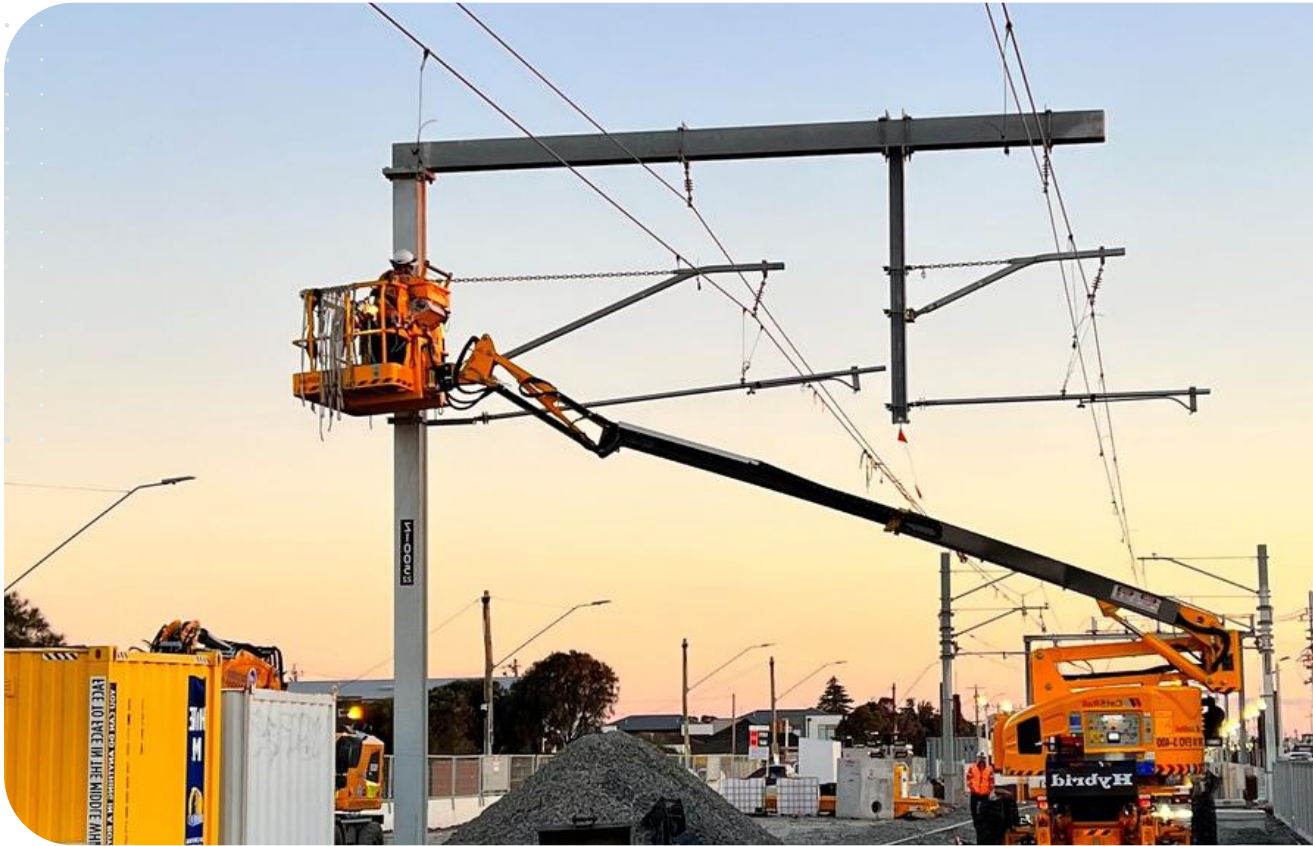
Leadership

To lead by example in all matters of safety, ethics and integrity.





OVERHEAD TRACTION



At Cat5 Rail, we are proud to say that we have some of the best personnel in the business.

Our team members have backgrounds delivering National and International OLE projects on AC / DC networks. On average, each member has industry experience that spans more than 20 years.

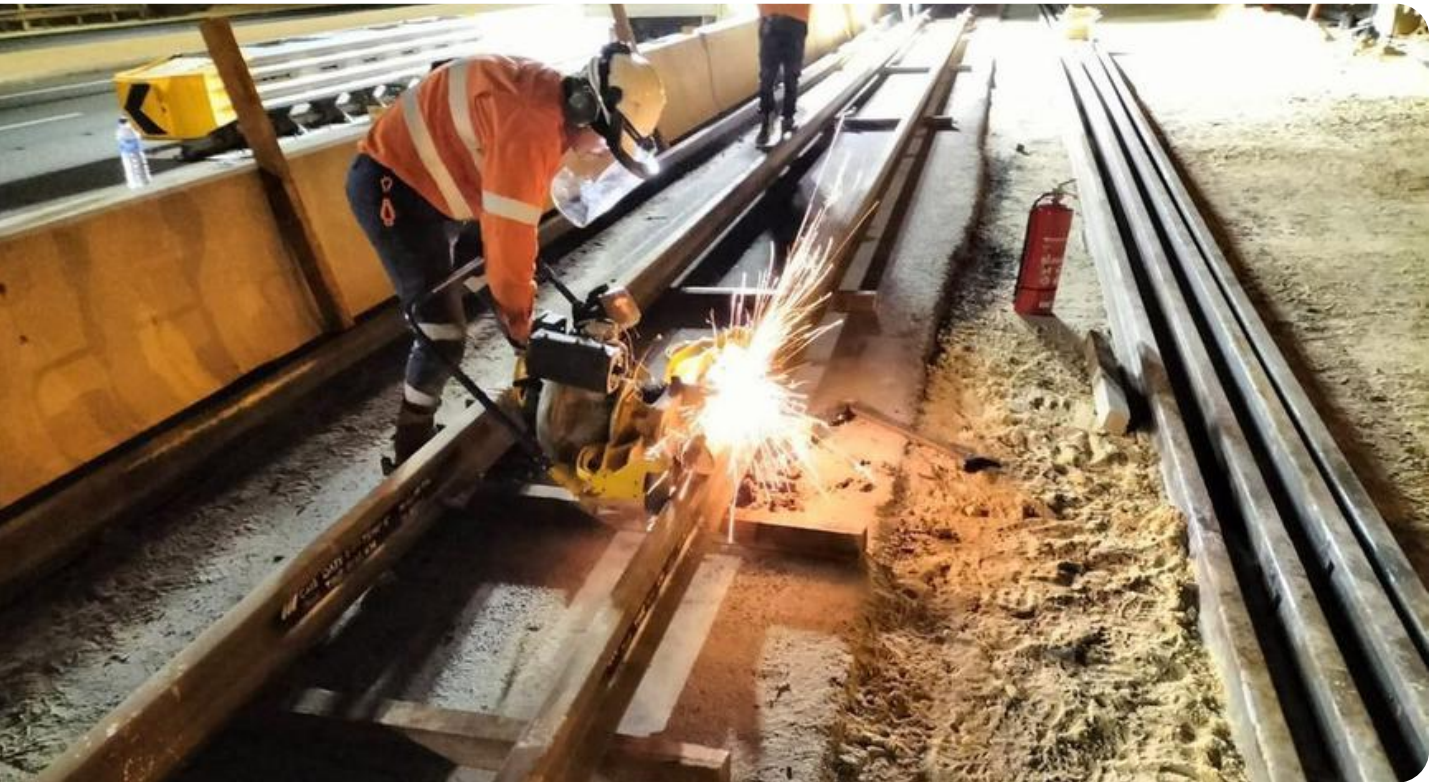
Cat5Rail owns and operates an extensive collection of OLE Equipment and Hi-Rail Plant, Including several EWP units. This enables us to respond at short notice to client requirements with zero downtime.

We provide the following end-to-end employment solutions for your next Overhead Traction project:

- Engineers
- Design
- Management
- Superintendent's & Supervisors
- Linesman
- Linesman Assistants
- Apprentices
- TVO (Hi-Rail) Operators
- EWP Operators
- Overhead Store-people
- Labourers







Cat5 rail specialises in the provision of:

Complete crews to carry out project work:

- Superintendents
- Engineers
- Supervisors
- Hi Rail Excavator Operators
- Civil Operators
- Loader Operations
- Track Machine Operations
- Rail Plant Maintenance
- Flashbutt Consultancy
- Track Inspectors
- Safeworking Personnel
- Flashbutt and AT Welders
- Welding Offsiders
- Rail and Civil Surveyors
- Experienced Track Labourers
- Experienced Fencers

Carrying out all aspects of maintenance and construction works including:

- Re-Rail
- Turnout and Switch Replacements
- Re-sleepering
- Track Refurbishment
- Rural, Urban and Security Fencing and Gates
- Ballast Cleaning
- Fixed Flashbutt
- Mobile Flashbutt Crews
- Ballast and Steel Train Crews
- Frog Maintenance
- Mechanical & Electrical Tradespeople
- Access Road Maintenance

TRACK
SERVICES



CIVIL PLANT & OPERATORS



At Cat5 Rail, we can utilise our skilled operators and staff across a wide range of plant, which can be diversified to complete the following areas of civil works;

- Cut and Fill
- Final Trim
- Bulk in /out
- Rail Formation works
- Fencing

Additionally, due to our services and market demand, we have established a civil team and can provide qualified people in the following positions:

- Engineers
- Superintendents and supervisors
- Surveyors
- Plant operators
- Labourers
- Concreters
- Drainers





Cat5 Rail specialises in both Flashbutt and Aluminothermic Rail welding. Our extensive knowledge in the complex fields of Aluminothermic Welding, Flashbutt Welding, Destress Welding, Adjust Rail, Frog Maintenance, Turnout Welding, Rail Closures, IRJ Installs, Rail Grinding, and Defect Welding is widely respected.

Our extensive people resources include:

- Weld Supervisors & Leading Hands
- Flashbutt Welders/Technicians
- Aluminothermic Welders
- Frog Maintenance/Turnout Welders
- Welding Offsiders
- Mechanical & Electrical Tradespeople
- Quality Assurance
- Fencers

Cat5 Rail provides total peace of mind that works will be delivered safely and efficiently, with comprehensive plant and equipment ready to service your requirements across Australia and New Zealand.

SERVICES RAIL WELDING





Cat5Rail

CF302

Cat5Rail

CF306

1300 00 CAT5

ISUZU

Category 5

Cat5Rail

Category 5
PH: 1300 00 CAT5
www.cat5rail.com.au

Cat5Rail

Assessment, Safety and Monitoring for the Industry

5Rail

1300 00 CAT5

PH: 27852

PH: 27852

PH: 27852



With a newly established survey team of highly skilled professionals Category 5 can provide a suitable survey solution to any size rail and construction project. The survey crew is specialised in rail, civil and earthwork surveying. Having extensive experience on major rail and infrastructure projects across Australia, our surveying capabilities consist of the following but are not limited to:

Survey Services:

- Control network design and installation (Static, Traverse, Levelling)
- Topographic Surveys (Drone, Scanning, Conventional)
- Rail Surveys (Track machine support using GEDO Trimble systems)
- Initial track surveys for supply to designers
- Rail Optimisation design capabilities using Trimble GEDO Novatrack
- Earthwork Support (Machine Control)
- Civil and Concrete Surveys

Our specialized rail surveying team can deliver shutdown execution on any rail project from start to finish.

Shutdown Execution:

- Site preparation (Control installations, access ramps, volume calculations, furniture pickups, design set out, etc.)
- Machine control setup and support
- Planning consultation and support throughout project lifecycle
- GEDO Vorsys surveys for tamping machine support
- Track as built and speed raiser supporting

Survey Team:

- Rail specialist survey team
- Expert users of Trimble technology leading equipment
- Shutdown experience with major rail Heavy Haul contractors
- Fully accredited team members to major rail networks
- Strong communication and teamwork skills with focus on providing the best fit solution for clients' needs
- In-house and continuous on-site training of staff
- Members of SSSI and Certified Engineering Surveying Professional – Australasia Pacific
- Remote Pilot Licence (RePL) holders for drone surveys

RAIL/CIVIL/DESIGN/ENGINEERING
SURVEYING



RAIL
SAFEWORKING

Cat5 Rail provides a safe, controlled work environment for people and machinery engaged in carrying out works on, near or adjacent to railway lines.

We achieve our outstanding safety record by supplying teams of expert personnel. Each team member is fully trained to control potential hazards in all situations. All personnel are up to date with and work in strict adherence to all rules, regulations and operating procedures, as set out by state departments of transport and legislation.

Due to our skills and experience in this area, Cat5 Rail provides expert and technical advice on behalf of clients requiring assistance in the planning and programming of their works.

Our comprehensive range of safe work methods & procedures meet or exceed industry norms and include Job Safety Environmental Analysis and Job Safety Method Statements, covering all aspects of works to be carried out.

For your next project, we can provide the following Safety professionals:

- Track Force Protection & Rail Project Management
- TFPC
- Flagman/lookout
- Supervisors
- Possession Officer – Track Protection Officer (WA/Pilbara)
- Audits & Training





Providing specialist rail plant and equipment provides our clients with a seamless “one point of contact” for all their project requirements.

Our Modern fleet is maintained in-house and to the highest possible standard.

Our Fleet:

In the past 18 months, we have invested close to \$50 Million in specialised rail plant and equipment consisting of the below items:

Flashbutt Welders:

- 4 x Destress Capable – Hi-Rail Flashbutt Welding Trucks
- 3 x Destress Capable – ATMW Doosan Flashbutt Welders

PEMS:

- 9 x Geismar XL PEMS units

Hi-Rail Excavators:

- 20 x 20T Hi-Rail Wheeled Excavators
- 2 x 14T Hi-Rail Tracked Excavators
- 2 x 16T Hi-Rail Tracked Excavators

Tracked Excavators and Loaders:

- 2 x 20T Tracked Excavators with Engcon
- 1 x 16T Tracked Excavators with Engcon
- 10x Liebherr 556 and Volvo L120 Loaders

RAIL
PLANT HIRE





Transport:

- 4 x Kenworth T610SAR Prime Movers with Quad widener floats and dolly's capable of transporting 50T Loads
- 1 x Kenworth K200 Prime Mover with Quad widener float and rear steering capable of transporting 50T loads.
- 1x Iveco Stralis X-Way Prime Mover with Tri Axle deck widener capable of transporting 45T loads.
- 1x Quad Widener float capable of transporting 50T loads.

Trucks, Buses and LV's:

- 12 x 4WD Gang Trucks with tooling
- 1 x 8000l service Truck
- 4 x Water Cart
- 4 x Flatbed Truck with Hiab
- 5 x 4WD 22 Seater Buses
- 160 x Mine Spec LV's
- 11x Mine Spec Landcruiser 70 series Fitters Service Utes with tooling.

Hi-Rail EWP's and Trucks:

- 6 x Monitor Hi-Rail RR14 EVO Boom Lift EWP's (2 of which are Hybrid units with Lithium battery packs)
- 2 x Hi-Rail flatbed truck with Hiab

CONT.. RAIL
PLANT HIRE





1.667



Additionally, we have the below Excavator attachments available for your next project:

- Declippers
- CD400 Clip-up Machine
- Clip up machines
- 4x6 Sleep Grab (Octopus)
- Ballast Broom Box
- Extendible Rail Grabs
- Double Head Rail Tampers
- Magnets
- OLE Mast Grabs
- Various Buckets
- Grader Blade
- We have multiple machines fitted with a TOPcon mc-i4 Dual Antenna GPS

CONT.. RAIL
PLANT HIRE



CASE STUDY

LEVEL CROSSING REMOVAL/KEY PROJECTS

Case Study: Level Crossing Removal

Cat5 Rail was given an opportunity to supply labour and play an integral part in one of Victoria Largest Rail Infrastructure Projects, The Level Crossing Removal Project (LXRP)

| | |
|-----------------|---|
| Client: | Southern Program Alliance (ACCIONA COLEMAN RAIL JV) |
| Period: | June 2017 - Current |
| Project: | The Level Crossing Removal Project is removing 18 level crossings and building 12 new stations as part of a \$3 billion upgrade of the Frankston line that will improve safety, reduce congestion and allow more trains to run more often |
| Summary: | Provision of Specialist Overhead Wiring and Rail Crews, plant hire and supervision for the most recent LXRP – SPA project from Edithvale to Bonbeach. |

Achievements

| | |
|--------------------|---|
| Rail: | <ul style="list-style-type: none"> Removal and reinstatement of track between Edithvale and Bonbeach Supply of supervision and labour for multiple work fronts Operation of Hi-Rail and specialist rail construction plant and equipment Qualified welding crews and supervisors Zero incidents/injuries 100% successful completion of all planned works |
| O/H Wiring: | <ul style="list-style-type: none"> Project management and on-site supervision of multiple jobsites with concurrent programs Installation of over 30km of conductors to facilitate the removal of level crossings between Edithvale and Bonbeach Installation of all Overhead footings and structures on new alignment and within station excavations. All fabrication and material management for the OHW construction. Supply of specialist Hi-rail plant & equipment for OHW construction. 100% completion of all works within allocated time-frames during Occupations/Possessions. Zero incidents/injuries |

Case Study: Level Crossing Removal

Cat5 Rail was given an opportunity to supply labour and play an integral part in the first stage of Perth Metronet Project. The Denny Ave Level Crossing Removal Project)

| | |
|-----------------|---|
| Client: | Downer - Denny Ave Level Crossing Removal |
| Period: | September 2020 – May 2021 |
| Project: | The project will involve the closure of the Denny Avenue level crossing, and the construction of a new rail-over-road underpass at Davis Road. The grade separation at Davis Road will improve access in and around the Kelmscott town centre and provide safer and quicker access between Albany Highway and Railway Avenue. |
| Summary: | Specialist Overhead Wiring, Rail Crews, supervision, and Superintendents for the duration of Rail/OLE construction. Inclusive or direct project roles to act as interface to PTA sign off and EIS. |

Achievements

| | |
|--------------------|--|
| Rail: | <ul style="list-style-type: none"> Removal and reinstatement of track between Kelmscott Station and Davis Road Supply of supervision and labour for multiple work fronts Operation of Hi-Rail and specialist rail construction plant and equipment Qualified welding crews and supervisors Zero incidents/injuries 100% successful completion of all planned works |
| O/H Wiring: | <ul style="list-style-type: none"> Project management and on-site supervision of multiple work fronts with concurrent programs Installation of conductors to facilitate the removal of Denny Ave level crossing Installation of all Overhead footings and structures on new alignment and within station excavations. All fabrication and material management for the OHW construction. Zero incidents/injuries |

Other Key Projects

The snapshots below illustrate some of high quality solutions Cat5 Rail has delivered on behalf of Tier 1 contractors over the past decade.

| | |
|--------------------|---|
| Client: | John Holland |
| Project: | North Eastern Rail Link [NERL] |
| Period: | 2020 - 2021 |
| Summary: | John Holland delivered the multi-million dollar main works package involving ballast depth improvements along the entire rail corridor, mudhole removal and track resurfacing, drainage upgrades, and around 100 level crossing and rail bridge upgrades. |
| Inclusions: | <ul style="list-style-type: none"> Supervisors Hi Rail Excavator Operators Loader Operators Track Machine Operators Welding Offsiders Track Inspectors AT Welders Skilled Rail Labour |

| | |
|--------------------|---|
| Client: | Trans4m Rail (John Holland) |
| Project: | NARRABRI TO NORTH STAR (N2NS) |
| Period: | 2020 - Current |
| Summary: | Trans4m Rail is constructing Phase 1 of Inland Rail's Narrabri to North Star section in NSW. This section is one of 13 projects that complete Inland Rail and is an upgrade of 186km of existing track and construction of 2.3km of new rail. |
| Inclusions: | <ul style="list-style-type: none"> Supervisors Hi Rail Excavator Operators Loader Operators Track Machine Operators Skilled Rail Workers Flashbutt Welding |





Gender Diversity

Cat5 Rail are big advocates for promoting, recruiting, and placing females in nontraditional roles and currently have a 15% representation across our operations.

Our commitment to gender balance spans the sector as we continue leading and working with Industry Associations and other rail companies to advocate for increased female participation.

Indigenous Employment

We actively support and encourage Indigenous employment by working with key stakeholders in local Aboriginal and Torres Strait Islander communities and corporations. We're proud that we currently have an Indigenous workforce of 20%, of whom approximately 70% work within our rail sector. This number is expected to grow as our RTO business partners with various organisations to give students the ability to undertake a Certificate II in rail .

Cat5 Rail was founded because we wanted to contribute to the rail community in more meaningful ways. And ultimately our rail team are not just employees; they're family. Our professionalism, 24/7 accountability and ethic to deliver beyond expectations ensures that projects are delivered on time, on budget and without compromising safety.

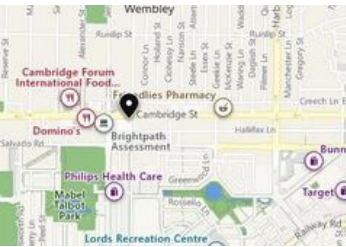
The skill and experience of our people underpin our ability to deliver successful client outcomes. As such, we are committed to continuous personnel improvement and career expansion. We achieve this goal via our in-house Registered Training Organisation (RTO), Iron Training.

Our RTO status means we provide clients with highly-skilled, experienced and motivated employees. We can perform up-skilling and site-specific training to quickly mobilise for projects, at home or away, either from our existing employee base or through increasing the rail talent pool.

Along with our market-leading training, Cat5 Rail operates an Inclusion and Diversity Policy, deeply committed to the Indigenous Community and achieving gender balance among our workforce and the Industry.







Perth

327 Cambridge Street
Wembley WA 6014
Phone: 08 9388 2823
Email: Perth@catfive.com.au



Port Hedland

1168A Wilson Street
Port Hedland WA 6721
Phone: 08 9173 4116
Email: hedland@catfive.com.au



Karratha

122/23 Sharpe Avenue
Karratha WA 6714
Phone: 08 6279 8025
Email: karratha@catfive.com.au



Melbourne

9/331 Ingles Street
Port Melbourne VIC 3207
Phone: 03 9645 2208
Email: melbourne@catfive.com.au



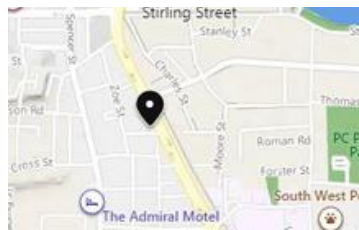
Sydney

Unit 1/35 Prime Drive
Seven Hills NSW
Phone: 1300 00 2285
Email: sydney@catfive.com.au



New Zealand

B4, 930 Great South Road
Penrose, Auckland NZ 1061
Phone: 050 800 2285
Email: nz@catfive.com.au



Bunbury

L1, 100 Blair Street
Bunbury WA 6230
Phone: 08 6555 7779
Email: bunbury@catfive.com.au



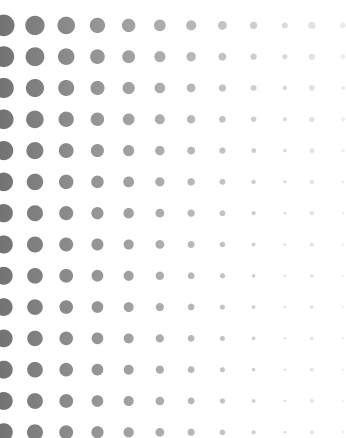
Brisbane

6 Huntington Place
Banyo QLD 4014
Phone: 1300 00 2285
Email: brisbane@catfive.com.au



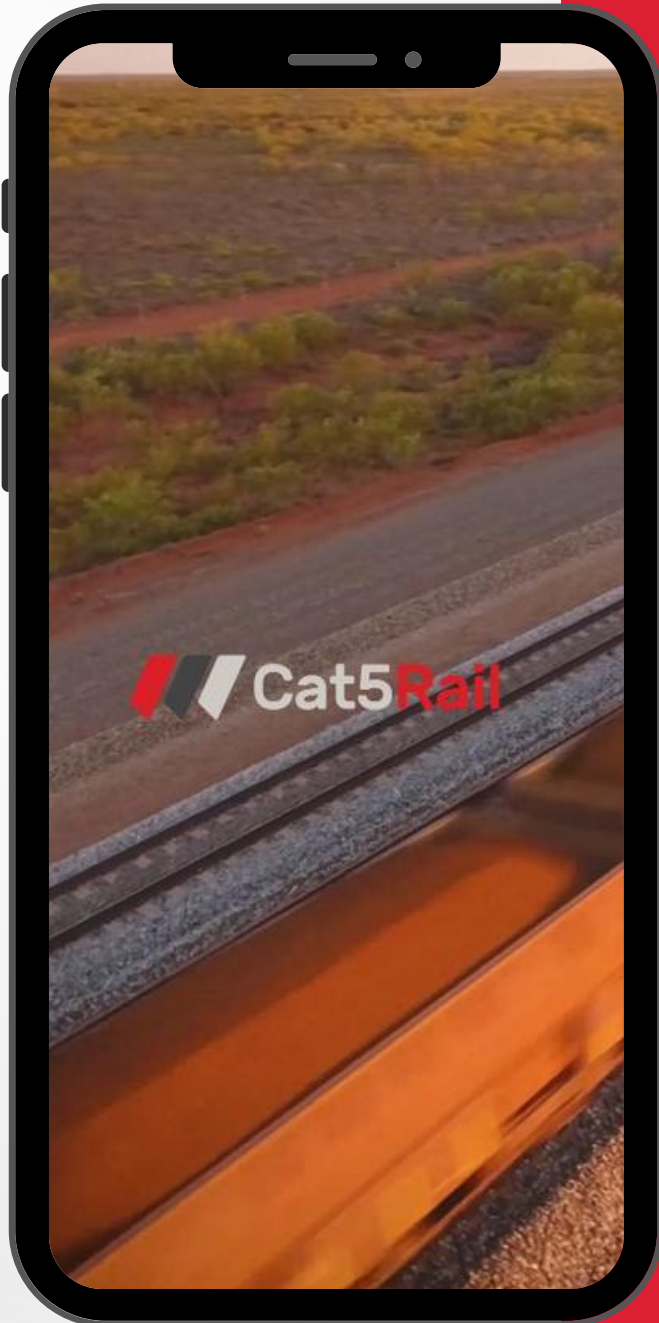
Gladstone

Suite 2, 4/69 Goondoon Street
Gladstone Central QLD 4680
Phone: 1300 00 2285
Email: gladstone@catfive.com.au



CONTACT
US

1300 00 CAT5 (2285)



We would love to
hear from you.
Please call one of
our friendly staff
today.

VISIT US



www.catfive.com.au



