



OLE CAPABILITY STATEMENT

2026





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 190 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



11

Offices across
Australia/NZ



190

Internal Employees

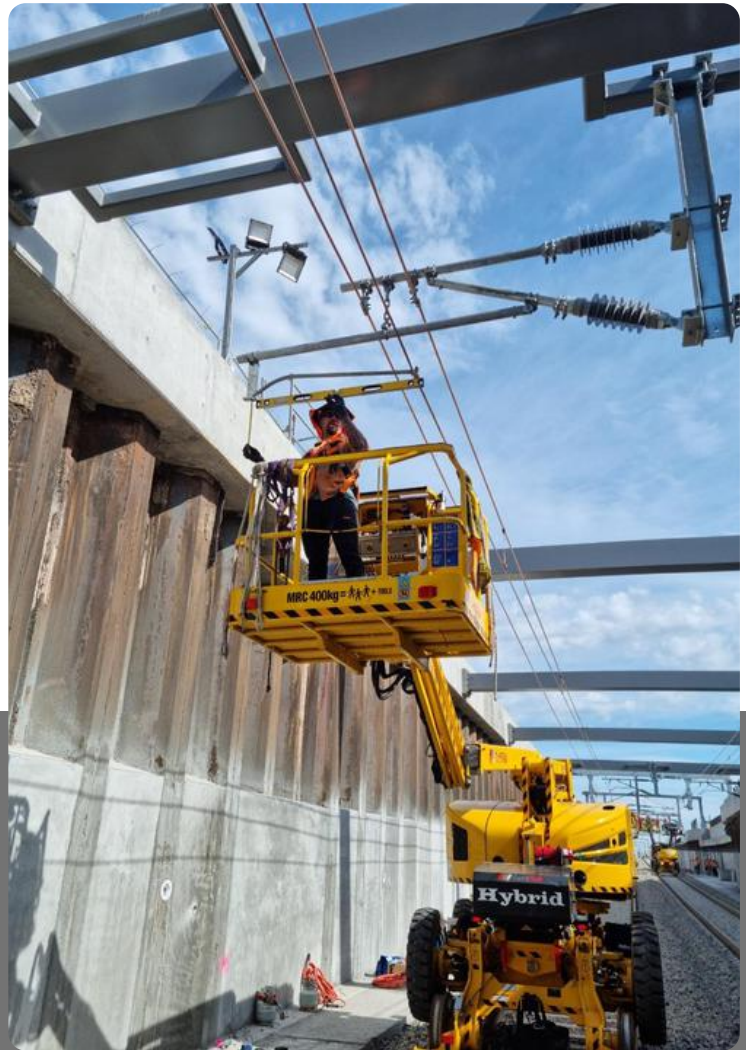
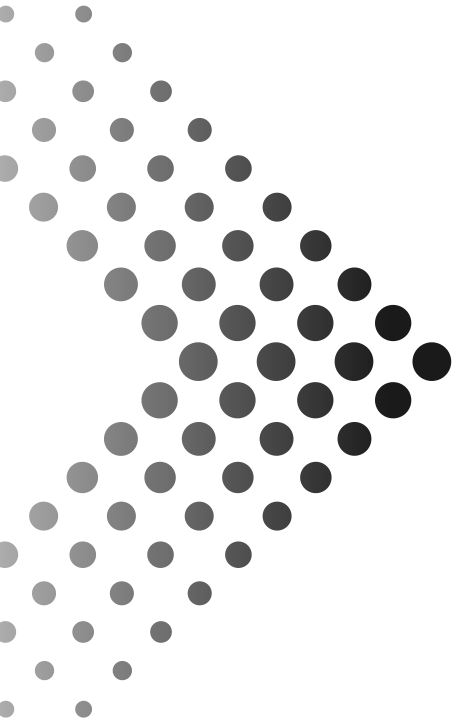


1300

Site Based Employees

ABOUT THE
COMPANY





OUR VISION

To provide high quality labour, resources and safety management, so delivery exceeds our clients' expectations.



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 Cat5Rail, we are proud to say that we have some of the most recognised personnel in the business.

Our team members have backgrounds delivering National and International OLE Projects on AC and DC networks.

On average, each of our key staff members average over 20 years' experience.

Over the years, Cat5 has acquired several items of OLE Plant & Equipment, such as Hi-Rail EWP's; this in turn means we can perform to our clients' expectations.

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

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







Key Differentiators/Advantages

- A true one stop shop, with qualified labour, tools and specialist machines which are all available at short notice for your project.
- Consultation on construction methodology/program/engineering/ and network design.
- Strong relationships with Network Operators.
- Connections within the industry to provide troubleshooting for on-site complications.
- Apprenticeship programs providing an opportunity to up-skill our people and to bring new people into the industry.
- Wide number of contacts home and abroad.
- Years of experience in field.
- Large and very experienced supervision and linesman capability Nationally.
- Our own fleet of well maintained Rail plant and equipment including Hi Rail Plant.
- Own OLE equipment required to perform self-delivery and labour hire contracts.
- In-house RTO (Registered Training Organisation) for staff training & development*
- Impeccable Safety record
 - <https://catfive.com.au/cat5rail/safety/>
 - <https://catfive.com.au/cat5rail/training/>

OVERHEAD
TRACTION







Our partnership approach, end-to-end delivery capability, wealth of knowledge and expert personnel are what makes Cat5 Rail one of the best in the business and we are proud to call companies such as CPB, UGL, Aurizon, Acciona, Lendlease, Laing O'Rourke, Downer and John Holland, among many others, our long-term partners.

Project Involvement includes;

- Caulfield to Dandenong - Level Crossing Removal Project. (Vic, Aus)
- Southern Program Alliance (SPA) - Level Crossing Removal Project. (Vic, Aus)
- North-Western Program Alliance (WPA)-Level Crossing Removal Project. (Vic, Aus)
- Melbourne Metro Trains-Western Program Alliance (Metro/WPA)-Cranbourne Dup. (Vic, Aus)
- Rail Infrastructure Services (RIS) & Western Program Alliance (WPA) - Cherry St., Werribee Level Crossing Removal Project, (Vic, Aus)
- South-Eastern Program Alliance (SEPA) -Toorak Rd & Sandringham Lines. (Vic, Aus)
- John Holland (JV Rail) - Wellington Metro Upgrade Phase 2 (WMUP2). (Wellington, NZ)
- Rail Industry Alliance (RIA) - Metro Tunnel /Sunbury Line Upgrade. (Vic, Aus)
- Systems Connect - Sydney Metro City & SW Line-Wide Works. (NSW, Aus)
- Acciona - Gawler Electrification Proj. (SA, Aus)
- Alpha Rail - Citi Rail Link (Auckland, NZ)
- Downer - Denny Ave Level Crossing Removal Project (WA, Aus)
- Downer - Pakenham HMCT Depot (Vic, Aus)
- Metropolitan Road Programme Alliance (MRPA) & Taylor Rail - Evans Rd, Cardinia Rd, South Gippsland Hwy & Clyde Rd Level Crossing Removal Project(s) (Vic, Aus)
- Downer - Wiri to Quay Park (W2QP) - (Auckland, NZ)
- NEWest Alliance - Cockburn to Thornlie Link (WA, Aus)
- Aurizon - Goonyella System Maintenance (QLD, Aus)







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.

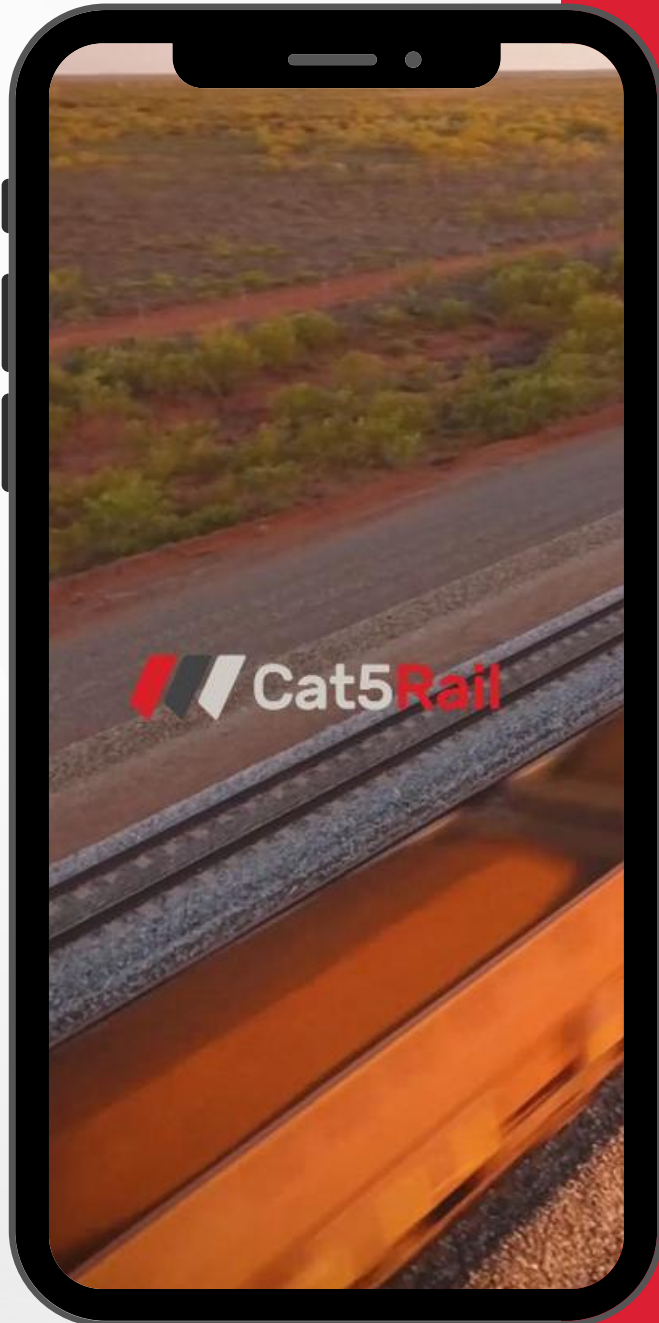
Our RTO status means we provide clients with highly-skilled, experienced and motivated employees. We can perform up-skilling and site-specific training to quickly mobilise for projects, at home or away, either from our existing employee base or through increasing the rail talent pool.

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.



CONTACT
US

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

VISIT US



www.catfive.com.au





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Hybrid

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