



CROSSMULLER

END-TO-END ENGINEERING SOLUTIONS

Capability Statement

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- / manufacturing
- / electrical
- / automation solutions
- / systems integration
- / construction

Crossmuller's mission is to enable successful Australian manufacturing by providing safe, smart, & efficient solutions.

Crossmuller specialise in end-to-end industrial manufacturing and automation systems. With a comprehensive team experienced in most forms of manufacturing and automation, Crossmuller has the resources and capability to deliver world-class manufacturing facilities, and automation solutions.

Crossmuller joined the Borg group of companies in 2016, creating opportunity to further grow the company and expand into developing markets and regional areas. Borg is a proudly Australian-owned business, encapsulating a group of companies including Australian Panel Products and brands such as polytec and STRUCTAflor. The Borg business model supports sustainable practices throughout all companies and brands, while employing over 2000 people nationwide.

/ manufacturing

/ electrical

/ automation solutions

/ systems integration

/ construction

MEET THE TEAM



TOM HAGAN
Chief Executive Officer

Tom's expansive experience within the Manufacturing and Automation industry steers the Crossmuller vision in a clear and decisive direction. Starting out his career as an electrician, his keen eye for continual improvement and strong business acronym saw Tom's career move rapidly from the shop floor into senior supervisor and managerial positions. During this time Tom has developed strong relationships both internally and externally within the wider manufacturing community.

As CEO, Tom encourages his team to continually innovate and explore new and developing industry opportunities. Mentored throughout his career by some of Australia's most successful entrepreneurs, Tom welcomes each new opportunity with a strong sense of enthusiasm and optimism. Under Tom's guidance, Crossmuller's team of industry leaders bring a can-do approach to every new opportunity.



BEN LAMB
Manufacturing Manager

Ben brings over 13 years of manufacturing experience and leadership to our steel workshop. With a structured and well-disciplined approach to manufacturing, all departments under Ben's leadership; Sheet Metal, Structural Steel, Fitting & Machining, Vehicle Body Building, as well as Painting & Powder Coating, integrate smoothly and safely. His experienced and talented team of tradesmen and engineers continues to deliver high-quality manufactured products and solutions for our customers.



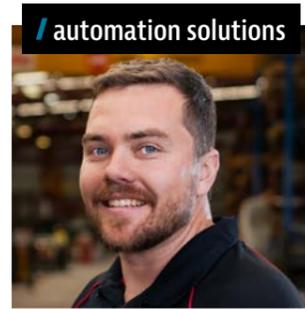
Luke Fletcher
Electrical Manager

With 16 years in the residential, commercial and industrial industry, Luke prides himself on providing the highest level of service to Crossmuller's electrical customers. With multiple high profile projects successfully completed under the control of Luke, he has developed a 'can do' attitude, even towards the most challenging projects. Luke's real world hands on experience has earned him a high level of respect from his peers and those he has worked for.



ADAM HARLOW
Engineering Manager

Adam has over 15 years' experience in plant, equipment and process design and uses his creative approach, project management experience and automation expertise to provide factory planning and automation solutions across a wide range of industries. Taking ideas and "back of the envelope" sketches, he turns them into layouts and specifications for various vendors and cross-discipline engineering teams for delivery of projects to Crossmuller's customers.



Lloyd Pritchard
Delivery Manager

Lloyd is a seasoned professional with over 15 years of exemplary experience in the field of automation. As a highly skilled Delivery Manager, he has consistently demonstrated his dedication and expertise in overseeing a wide range of projects, including maintenance and project installations. Lloyd is known for his ability to lead and manage a multi-disciplinary team, seamlessly integrating mechanical, electrical, and software components to deliver successful automation solutions including new installations, factory relocations and after sales service.



ASHLEY DAWSON
General Manager

Ashley has over 20 years' experience working with leading manufacturing and utility businesses to deliver smart and innovative integration projects across the CPG, general manufacturing, recycling, logistics, oil, gas, and water industries. Ashley has a passion for automation and believes in the potential of advanced manufacturing systems to drive the success of Australian industry.



Daniel McDonald
Construction Manager

Daniel is a highly focused, results driven leader who prides himself on his skills in design, value engineering, estimating, strategic planning, effective communication, safety and problem solving. From a trade background Daniel has over 15 years of commercial building experience completing a wide range of activities including civil works, steel erection, carpentry, joinery, refurbishment, demolition and commercial fitout. Daniel's leadership delivers a team of highly motivated professionals to various projects resulting in a positive customer experience.

LOCATIONS

Crossmuller currently operates their services throughout New South Wales, including Oberon, Somersby and Sydney, as well as Mount Gambier in South Australia. Manufacturing facilities are supported by numerous Crossmuller divisions to enhance state-of-the-art technology, specially curated for the Borg group of companies.

Manufacturing and automation solutions to enhance facility processes are curated by Crossmuller. Crossmuller's implementation of automated technology ensures operations are homogenous, creating a cohesive flow between onsite businesses and supply.

MT GAMBIER

OBERON

SOMERSBY

SYDNEY



SERVICES

Crossmuller has a large team of experienced, cross-disciplinary professional engineers & industry experts.

“ The Manufacturing service specialise in fitting & machining, sheetmetal, structural fabrication, engineering, industrial surface finishing & design.”

/ manufacturing

Sheetmetal

The Crossmuller Sheetmetal Department can laser cut sheet, sectional, and tube steel with high accuracy, utilising state-of-the-art laser cutting machines. In addition, Crossmuller can press and roll sheet steel parts in various thicknesses to manufacture almost any design. The fabrication and welding services, including robotic welding, complement Crossmuller's complete solution-based manufacturing services.

At the front end of the business is Crossmuller's most current acquisition, the Bystronic 12kW Fiber laser cutting machine. This machine incorporates automated in and outfeeds enabling it to run for long periods unattended. It is not just the material thickness that it can cut that makes this machine so

impressive, rather the pure speed it can operate at, bringing a whole new range of efficiencies. This is one of the most powerful fibre laser cutting machines available and one of only a few in Australia.

The 3D Mazak Tube Laser produces highly accurate laser cutting and thread tapping to most types of tube and sectional steel. Working with mild, galvanised, and stainless-steel sections ranging in size from 20mm x 20mm to 300mm square, rectangle and pipe, 405mm in diameter. There is very little Crossmuller cannot do to improve your business capabilities when it comes to working with tubes and sections.

Crossmuller's panel folding machine, Salvagnini P4 produces automatic production of a range of sheetmetal products such as thin sheet metal panels

and boxes. Programmed using the latest in CAD/CAM software, this machine can manufacture to tight tolerance with a high degree of repeatable accuracy. With an automated infeed, our Salvagnini can run unattended for long periods of time. With a max working thickness of 3.2mm and its universal bending tools, it completes an average of 17 bends per minute. It is without a doubt the most efficient machine for large production runs of sheetmetal boxes and panel parts.

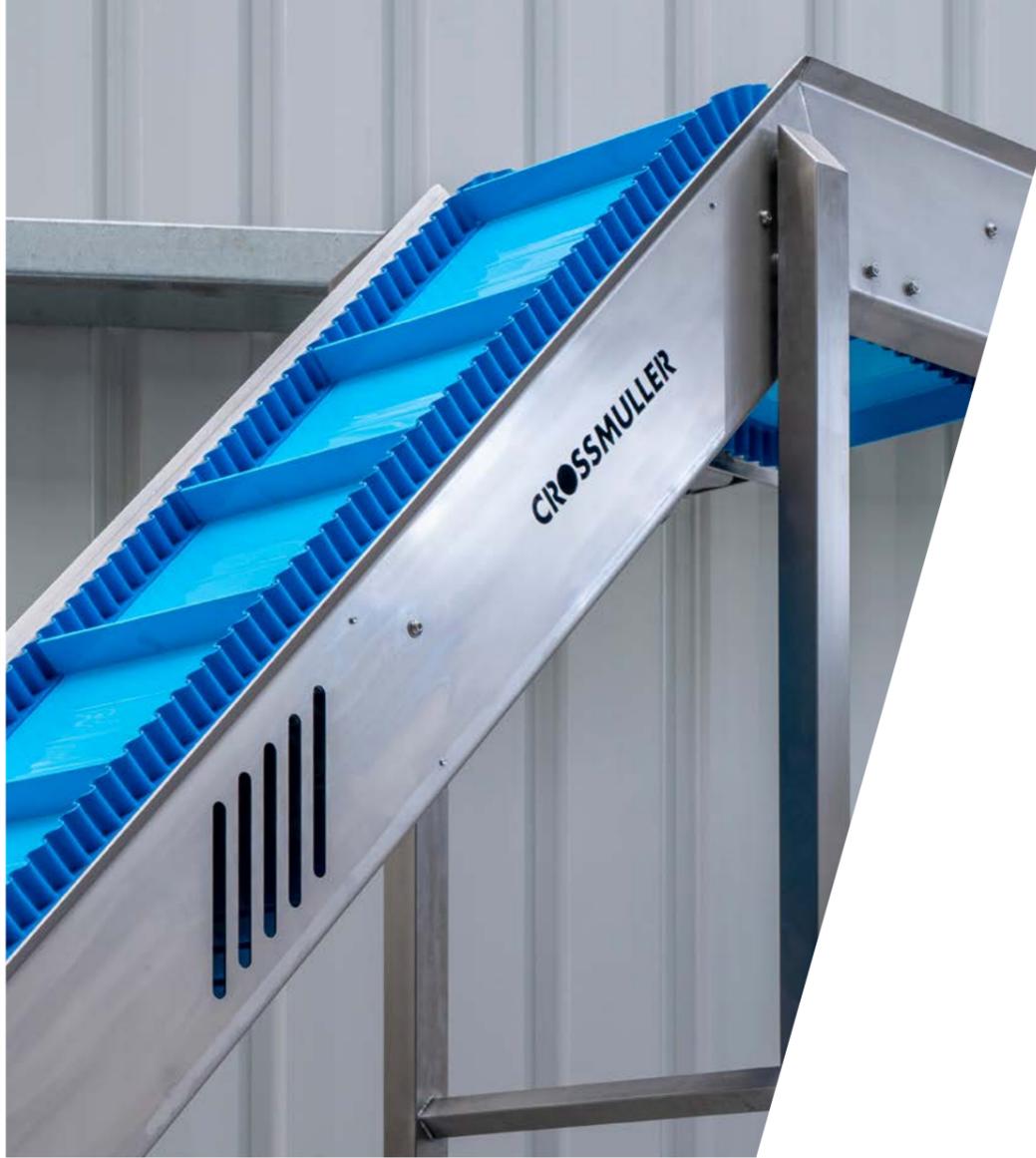
Our two CNC press brakes, 150t and 250t, each have 4m openings and can press a wide range of thickness and radii with high levels of precision.

Crossmuller also has significant CNC rolling capability using their multiple 'Davi' rollers, ranging

from thin sheetmetals through to plates with thickness up to 80mm.

Crossmuller's Robot Welding Cell enables us to produce repetitive large quantity batch runs of products with efficiencies previously unheard of. With rotating tables on either side of the robot arm, various jigs and fixtures can be adapted to the robot, which decreases potential down time when removing and loading new parts during an operation cycle.

Crossmuller's sheetmetal team can manufacture everything from basic industrial fabrications, such as frames and chutes, to high-grade stainless-steel products used in both the food and pharmaceutical industries. »



Crossmuller's state-of-the-art engineering capabilities, and utilisation of industry-leading software solutions ensures the delivery of the most efficient product possible. When complemented by an internal transport and logistics department, Crossmuller can provide customers with door-to-door service, Australia-wide.

Structural Steel

Whether you need to commission a new factory or expand an existing one, Crossmuller's Structural Steel department has extensive experience processing and fabricating structural steel to any specification. Having a production capacity capable of producing approximately 100t per week using laser, plasma and beam line processing equipment enables our team of cross-disciplined trade professionals to consistently deliver world class fabrications.

With Crossmuller, your factory will be structurally sound and stand the test of time whatever the environment.

Capabilities include:

Beam line steel processing, drilling, cutting, plasma and blasting.

Our Voortman beam line provides semi-automated processing of a range of structural steel size members. The beam line accepts members ranging in size, from smaller lighter angle through to large, welded beams up to 1000mm wide and 450mm high and 20m long. The programmed drilling and milling station marks, drills and mills in 3 axis, ensuring hole and slot positions and part marking are located with precision.

The beam line CNC band saw, downstream from the drilling station, accurately cuts material to length across a range of angles and accepts most profiles. With a small parts remover, off-cuts and shorter parts are easily managed during large batch runs. With a series of automated conveyors, material is seamlessly moved from the first two stations, through to the beam lines robot plasma processing station where it can process in a range of ways from basic trimming, cropping, profiling, and piercing

holes, again with accuracy and speed unrivalled using traditional methods.

At the end of the beamline, we use a shot blasting process using various forms of blast media to achieve a profile finish, free of mill scale and ready for both fabrication and/or surface protection.

Plate Processing

Our plate processing capability includes 2 plasma machines, ranging in features. Crossmuller's structural steel department can process plates from thin sheets ranging to 120mm thick and 16m long. They can plasma cut, as well as mill, drill, mark and tap holes. This seamless integration with the latest technology programming and nesting software ensures repeatability and efficiency when processing large volumes of plate steel.

Our Central Coast facility includes 17 well-maintained overhead cranes with lifting capacity of up to 20t.

Heavy and structural fabrication is our specialty. Our teams of highly trained and experienced boiler makers and fabricators work within tight tolerances. With qualified welding procedures and practices the norm, the quality of fabrication is without doubt industry leading.

Industrial Coatings

Complementing many of Crossmuller's divisions is our surface protection department. Here we apply industrial paint finishes to most steel surfaces. Be it zinc rich primers to epoxy coatings we have most finishes available to us. Additionally, our modern Powder Coating line includes an 8m batch spray booth and oven, enabling us to hang products and apply a range of robust powder coating systems.

Fitting & Machining

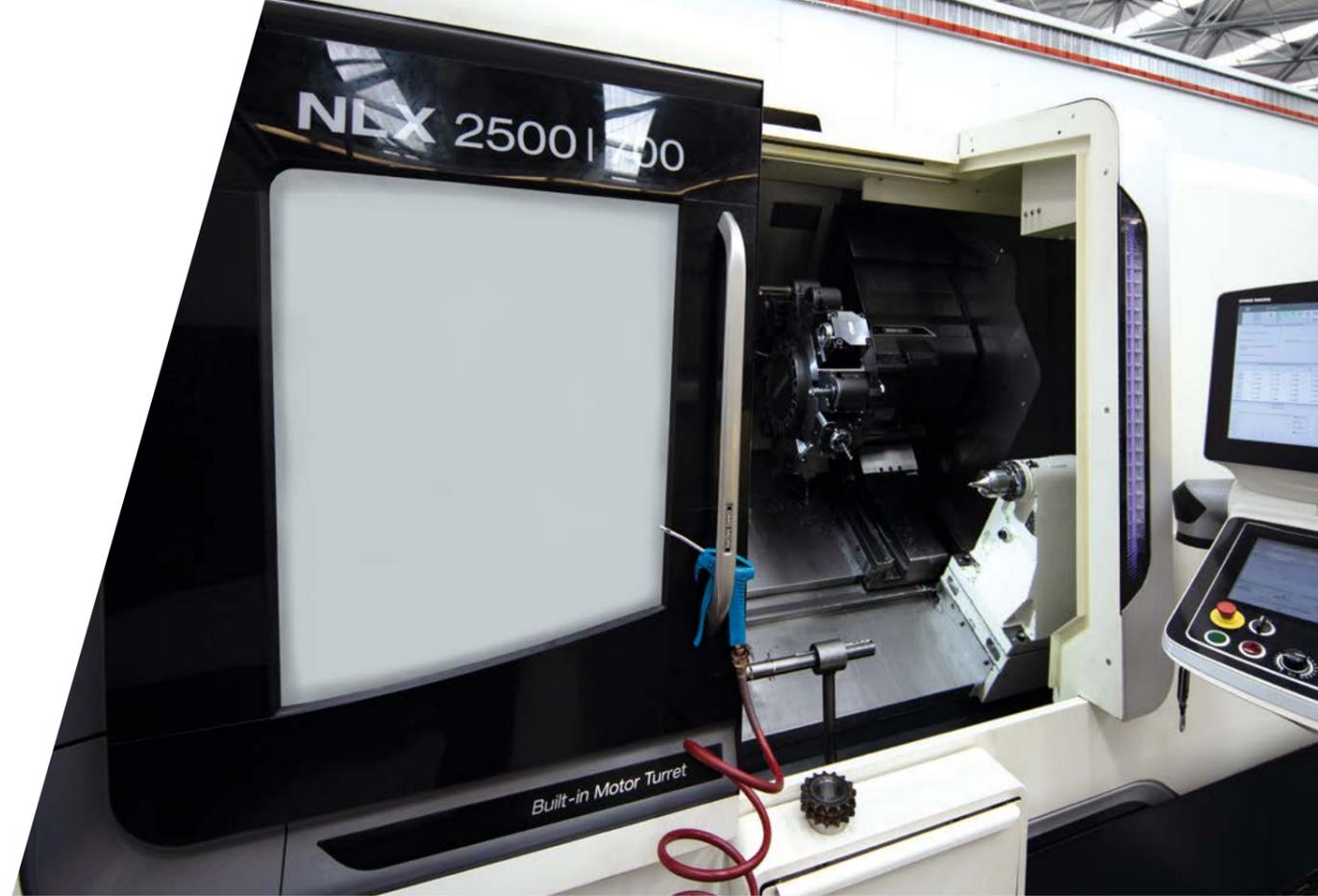
At a workshop level, Crossmuller has a large in-house machine shop, with an array of equipment such as milling, turning, drilling, wire cutting and surface grinding. >>

Again, Crossmuller invests in new, modern machinery. Currently, our machine shop features 6 state-of-the-art DMG Muri CNC machining centres. With these machines, we have a range of accessories including bar feeders and billet loaders. Our Vertical mills have a working area of 1350mm x 600mm and accept up to 1200kg, our CNC turning capability is 366mm diameter and 1255mm in length.

Our near new FANUC wire cutter provides some of the tightest tolerance and highest level of machining precision available.

Crossmuller have a large range of manual machines including large lathes, presses and drilling centers.

Operating within a large section of our 20,000sqm factory, our fitting department can assemble and factory acceptance test very large machines, or even entire automated process lines.



Truck Repair & Body Building

Within our factory, we have a crew of specialised vehicle body builders. Here we carry out most functions of truck and trailer repairs, modifications, and new builds. Examples of Crossmuller's vehicle body building team expertise include the manufacture of new trailer bodies to suit a range of rigid trucks, the manufacture and repairs of large semi-trailer walking floors, installation of hydraulic hook lift attachments and complete semi-trailer assembly including chassis and drive trains. Every element from the fabrication through to the wiring of these projects is taken care of in-house. If your business in need of new bodies or modifications to existing, get in touch to discuss the advantages of working within Crossmuller's Truck Repair and Body Building department.



[Click here to view our / manufacturing capabilities >](#)

“ Crossmuller provides electrical services for small, medium, & large-scale projects, covering all aspects of the Electrical trade. ”

/ electrical



Crossmuller Electrical provides services for small, medium, and large-scale projects from initial project design through to construction and commissioning, covering all aspects of the electrical trade in commercial and industrial industries.

Commercial

Our Commercial Electrical services include project design, installation, commissioning, maintenance, and repair for many sectors, including schools, retirement villages, shopping centres, hotels, and much more. Whether you are commencing a new building or renovating an existing structure, our team can provide the following for your project. Power, lighting, signage, HVAC, communications and network, MATV, nurse call, security, solar, fire detection and lightning protection.

Industrial

In conjunction with our Commercial capabilities, our team can provide complete end-to-end services for your upcoming or existing industrial application, including construction, factory services and machine and equipment installations. With extensive amounts of exposure to large industrial machines and complex automation equipment, including the latest types of robots, Crossmuller's Electricians bring a diverse range of skill sets.

Design & Engineering

Crossmuller's experienced team of electrical engineers are adept in all areas of electrical design, including the initial layout and concept design, through to the final implementation and installation.

Our capabilities include Electrical engineering, layout and concept design, main switchboard design, UPS and generator back-up, electrical panel specification and design, CAD drawing services, solar and renewable energy design, and installations.

Panel Manufacturing

Whether your project is big or small, the team's extensive experience means they have done it all. With a large team of cross-disciplinary professionals, engineers, and industry experts, Crossmuller can help develop and manufacture your electrical panels in our facility located on the Central Coast, New South Wales. On average, Crossmuller design, assemble, program and commission over 100 lineal meters of control panels each year.

Covering almost every business sector, including Commercial, Infrastructure, Industrial, Mining, Data Centres and Food Manufacturing facilities.

Network & Communications

Crossmuller can offer bespoke Network & Communication Turnkey solutions for your business requirements to prepare you for the present day whilst still considering expansion for the future. Our services include Network Design & Integration, Wireless & VOIP Solutions, Communications Rack Design & Scheduling, Cable Network Auditing, Structured Cabling & Fibre Splicing Terminations. »



Security Systems, Access Control & CCTV

Keeping your site safe and secure is always a top priority for your business. Our specialty team at Crossmuller can help with all of your security needs including Security Alarm System Design & Implementation, Access Controls Systems, CCTV Design & Integration, Security Systems Audits, Cross Systems Integration (FIP to Access Control), Security Monitoring & Solar Powered CCTV Stations.

Maintenance and Servicing

Integrated within our department are our Maintenance and Service Electricians. Regardless of the industry and location, we can service and maintain your assets, including Machines and Equipment, Power Factor Correction, Test and Tagging, RCD Testing, Thermal Imagery and Emergency and Exit Lighting Compliance.

[Click here to view our electrical capabilities >](#)

“ Crossmuller’s experienced team of electrical engineers is adept in all areas of electrical design, including the initial layout & concept design, through to the final implementation & installation. ”

“From automated technologies for warehousing systems to robotics Crossmuller can assist in creating smart & efficient systems.”

/ automation solutions



Crossmuller provides a wide array of automated systems across many industries. With an experienced team of engineers, technicians and trades, our solutions have been developed by a manufacturer, for a manufacturer, with maintenance and efficiency as key design inputs.

Automated Warehouse Systems

Crossmuller has implemented a wide variety of Automated Storage systems both internally and for external clients. The systems we implement are designed to store, sort, batch, and pick materials for maximum efficiency, and can be implemented in various sections of a plant to provide;

- Improved raw material storage and machine feeding/batching

- Sorting and picking systems for assembly/ packaging lines
- End of Line storage for dispatch
- AGV integration
- Or a combination of these to suit

Robotic Solutions

Over the years, Crossmuller has developed a highly capable robotics team to design and implement various innovative processing solutions. Previous solutions include;

- Automated Machine Tending
- Pick and Place robotics
- Robotic storage and sortation cells
- Robotic palletising
- Welding cells

Crossmuller engineers have the experience and expertise to develop customised robotic solutions, with in-house simulation capability and prototyping facilities.

Our flagship solution for the panel industry, the Vertical Store is a panel management system that allows for storage of up to 2000 parts, with the ability to retrieve and outfeed these parts in the order specified by the downstream requirements. The Vertical Store provides an important buffer between processing cells in a plant, allowing each to be optimised for efficiency independently.

Integrated Safety

Safety is an important consideration in any industry, especially manufacturing. Crossmuller is passionate

about making Australian manufacturing safer, and this is a key component of our designs and installations. Our approach to safety is highlighted by our motto - “Safe by Choice, Not by Chance”.

Crossmuller can provide engineers to help improve safety at any level; from a small machine cell to a full, site wide Functional Safety Lifecycle implementation. Internally, we implement safety to AS61508 and can assist in implementing the same for our clients. Our TUV certified engineers can also conduct system validation so that you can be confident your plant poses minimal risk to staff. Our safety guarding is manufactured in Australia, to Australian standards.

[Click here to view our / automation solutions capabilities >](#)

“ Crossmuller is Australia’s only Wonderware Endorsed Systems Integrator. ”

/ systems integration



The Crossmuller Systems Integration Division provides PLC/SCADA control systems, vision, robotics, MES, and automated warehousing systems for large and small organisations across multiple industries. Crossmuller is Australia’s only Wonderware Endorsed Integrator with a team experienced in AVEVA, Schneider Electric, Rockwell Automation, Siemens, and Inductive Automation platforms.

Crossmuller’s flexible, open, and highly integrated Warehouse Execution Systems are built on a Wonderware MES core platform and are capable of working AGVs, Robots, Stacker Cranes, or any other warehousing technology.

Warehouse Integration

Many manufacturers face a common challenge when it comes to their End of Line systems. Typically, there

are line automation PLCs, labelling systems, ASRS/AGV systems and ERP interfaces, which are usually delivered as standalone packages with isolated databases and custom software applications. These fragmented architectures are costly to install, difficult to integrate, poorly supported, result in multiple islands of disconnected master data, and provide little in the way of centralised monitoring and diagnostics, resulting in large meantime to recovery times when issues are encountered.

Building on its years of experience in both MES and End of Line automation systems, Crossmuller Systems Integration team has developed a fully integrated End of Line Automation and Warehouse Execution System based on Wonderware’s MES platform.

In comparison with traditional solutions, this offers:

- Seamless integration between End of Line automation and warehousing systems via Wonderware’s System Platform and Intouch
- Direct integration with barcode and label printers
- ERP integration for; customer order picking, inventory shipping, finished goods receipt and stock transfer.

Standardised interfacing with; stacker cranes, area cranes, AGVs & Robots

Robotics & Vision

Crossmuller has over 20 years’ experience integrating state-of-the-art 2D and 3D machine vision and ABB and Fanuc robotics handling systems. Some examples of these are, defect

detection, quality inspection, high accuracy position determination, product sorting, ultra-high-speed inspection, product counting and tracking, optical character recognition, product measurement, image logging, vehicle guidance and collision detection, weld tracking and guidance and 3D surface profiling.

Manufacturing Execution Systems

Since the early 90s, Crossmuller has been at the forefront of applying software solutions for manufacturing execution and operations management. The team of experienced MES engineers embody the IT/OT convergence with a broad skill set from automation system integration on the plant floor, through to IT infrastructure and ERP system interfacing. »



Crossmuller follows a data-driven structured method based on the ISA-S88 and ISA-S95 standards. The organisation's commitment to developing the skill set of the engineering team is demonstrated by consistent additions to the pool of certified Wonderware MES and System Platform engineers and Crossmuller's status as a founding member of the Wonderware Model Driven MES competency program.

Small Business Operations Management

Businesses spend 25% of their time managing the paperwork, spreadsheets, pricing, component costs, double entry of information and checking stock levels. More time is spent planning production, batching orders, searching for missing or remade parts, and planning delivery routes and schedules.

Small business manufacturing operations management is an essential tool for small to medium-sized manufacturers to operate their businesses from order entry to delivery in one integrated solution.

Imagine a system where all of this is done in the same place. Crossmuller's team of System Integrators can help.

Endorsements, Certifications & Credentials



Crossmuller has been a Certified System Integrator since 1997, and in 2011, was invited by Invensys to join a select group of Endorsed System Integrators, making Crossmuller Australia's first Endorsed System Integrator Partner.



Ignition is a cross-platform SCADA that offers unlimited tags and users per site, combining powerful capability and competitive pricing.



Built on the Ignition platform, Sepasoft MES offers a comprehensive set of modules to deliver all

key manufacturing operation functions. This gives Crossmuller the capability to design and implement a fully functional and tightly integrated plant SCADA and manufacturing execution solution based on the Ignition platform.

[Click here to view our / systems integration capabilities >](#)

“ Crossmuller can assist with various development and engineering surveys, along with planning, construction, and civil and structural design services.”

/ construction



Since 2004, Crossmuller have developed into a multi-disciplined construction division providing end-to-end design and construct services with an emphasis on delivering world-class manufacturing facilities. Our extensive in-house capabilities extend to Full Design Services, Planning, Approvals, Land Survey Services, Civil Earth Works, Structural Steel Fabrications and Construction Project Management Services.

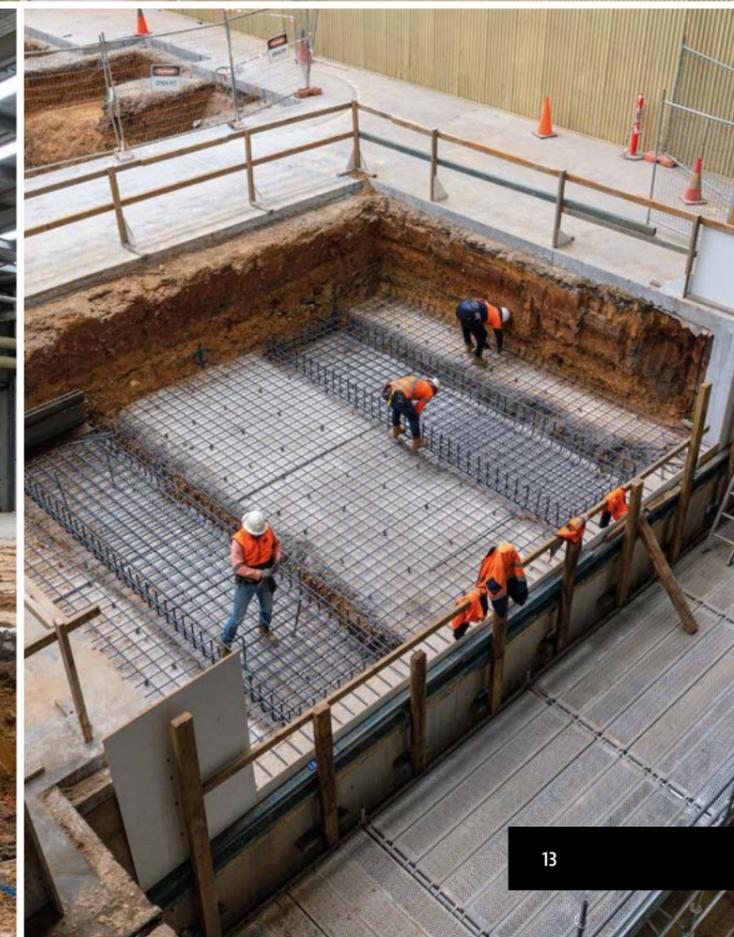
It is this capability, along with our Electrical, Mechanical and IT divisions, that sets Crossmuller apart from the mainstream construction industry. Our ability to respond quickly and efficiently to client request, gives Crossmuller and their clients greater control of the building cycle both in time and cost.

Our track record is backed by projects for clients such as CSR, Coles, BINGO Industries, Australian Panel Products and more. If you are looking for a builder that can provide complete service; look no further than Crossmuller for your next construction project.

Mobile Plant

- 3t mini spider crane
- 22t to 40t franna (22t, 25t, 25t and 40t)
- 70t to 145t rough terrain slew (70t, 70t, 80t, 90t and 145t)
- 50t and 300t crawler crane (50t telescoping boom, 300t lattice boom with luffing fly)

[Click here to view our / construction capabilities >](#)





PROJECTS

Crossmuller specialise in a number of capabilities including design & construction, structural steel manufacturing, electrical & automation systems suitable for projects large or small.

Crossmuller ensures implementation of process optimisation & project management solutions are delivered with a cohesive approach.

PROJECTS

Completed Projects

Crossmuller completed projects include the BINGO Industries Recycling Plant upgrade in Sydney, Australian Panel Products Oberon factory expansion and Hebel's Somersby Manufacturing facility. These included structural steel and construction by the Crossmuller team ranging in value from \$6m to \$150m.

[Click here to view our projects in more detail >](#)



manufacturing	electrical	automation solutions	systems integration	construction	PROJECT DESCRIPTION
✓	✓	✓	✓	✓	MDF, Ultraprime MDF Mouldings and Readicote Door Skins manufacturing plant
✓	✓	✓	✓	✓	Expansion for Siempelkamp ContiRoll MDF forming and press line
✓	✓	✓	✓	✓	Major expansion for continuous particleboard line
✓	✓	✓	✓	✓	Recycling facility in Wetherill Park
✓	✓	✓	✓	✓	Particleboard line and warehouse in Oberon
✓	✓	✓	✓	✓	Particleboard line and concrete batching plant in Mount Gambier
✓	✓	✓	✓	✓	Steel and fabrication workshop in Somersby
✓	✓	✓	✓	✓	Manufacturing facility in Somersby
✓	✓	✓	✓	✓	Resource recovery facility for reDirect Recycling in Somersby
✓	✓	✓	✓	✓	Alterations and additions to existing warehouse facility for Kitchen Group
✓	✓	✓	✓	✓	Corporate Head Office, warehouse and distribution facility
✓	✓	✓	✓	✓	Expansion for automated warehouse with robotic picking system
✓	✓	✓	✓	✓	Decorative melamine pressing plant, benchtop manufacturing plant, laminate post forming, cut to size facility, warehouse and logistics hub
✓	✓	✓	✓	✓	 Hebel - design and construction of new facility
✓	✓	✓	✓	✓	World-class cabinet door manufacturing facility
✓	✓	✓	✓	✓	Solar Panels Portfolio - 53,000 panels installed on network of facilities nationwide
✓	✓	✓	✓	✓	Wallerawang Power Station
✓	✓	✓	✓	✓	 BINGO Industries - plant upgrade
✓	✓	✓	✓	✓	Central Coast Grammar School upgrade
✓	✓	✓	✓	✓	Aged Care Facility major electrical contract
✓	✓	✓	✓	✓	reDirect Recycling slurry and front lift industrial bins
✓	✓	✓	✓	✓	 Arnott's - Ingredients Handling System (IHS) upgrade
✓	✓	✓	✓	✓	The Hive Vertical Robotic Panel Management System for Australian Panels
✓	✓	✓	✓	✓	 Coles - Installation of four 1,675 kVA generators at their Erskine Park facility



COMMUNITY & SUSTAINABILITY

Crossmuller is an Australian Owned business, with sustainability at the forefront of manufacturing processes. We pride ourselves on employment policies, community engagement & staff safety initiatives.

COMMUNITY YOUTH TRAINING INITIATIVES

As well as annual apprentice intakes across all departments, Crossmuller have become involved in the IBM P-Tech initiative to give local high school students a chance to gain industry knowledge and experience with hands-on involvement. The P-Tech program provides local Kariong High School students on the New South Wales Central Coast with unique work experience for future apprenticeships. In addition, Crossmuller engage with other local high schools to provide senior students with an overview of the trades available to them on completion of their higher school education. Over the years Crossmuller has employed apprentices from these community-based initiatives.





EQUAL EMPLOYMENT OPPORTUNITIES



We partner with various agencies including Aboriginal Employment Services, Job Centre Australia, Juvenile Justice and Correction Centres, Asylum Seekers Centre and Settlement Services International to offer employment opportunities to a range of people including Aboriginal and Torres Strait Islander people, people with disabilities and other disadvantaged people within our community.

Our Gender Equality Policy focuses on advancing gender equality and equity in the workplace by identifying strategies and improvement initiatives to improve gender equality in our workplace. Our aim is to create a family friendly and supportive work environment through a number of initiatives including the provision of flexible or modified work arrangements to assist employees who may be experiencing difficulties in their personal lives,

for example those who may be experiencing domestic violence.

Crossmuller employ over 200 people throughout Australia. We take pride in the fact that 99% of this number are employed in permanent full-time positions. We employ a diverse work group throughout our sites and we are fortunate that we are able to provide opportunities for those in disadvantaged sectors of our community such as the long term unemployed, migrants and refugees, people with disabilities and young people. We are passionate about investing in young talent and have over 28 apprentices working for Crossmuller across 10 different career fields. We actively partner with local schools to assist students with industry assignments by providing tours of our facilities and work experience opportunities.

We are a major employer within regional areas and proud to partner with the local communities to expand employment opportunities wherever possible in these areas.

We support safe and fair workplaces and ensure that we are compliant with industrial laws at all times and we actively promote secure employment.

Crossmuller's safety vision 'Safe by Choice, Not by Chance' aims to benefit not only Crossmuller employees and the industry, but also the community. Crossmuller displays the 'Safe by Choice, Not by Chance' logo on its vehicles in order to spread the positive safety message and assures others that Crossmuller follows strict safety guidelines and programmes.

Crossmuller has developed and actively applies a Work Health and Safety Management System and has been accredited to AS/NZS 4801: Occupational Health and Safety Management Systems. This is further evidence of our commitment to Work Health and Safety. »

Crossmuller is an Equal Opportunity Employer. We provide fair & equitable access to jobs, employment conditions & training & promotion opportunities.

Company Policies

- EEO, Harassment and Bullying Policy
- Gender Equality Policy
- Recruitment Policy
- Grievances Policy
- Modern Slavery Policy

Employment Opportunities

- 200+ employees, nearly all our roles are full time positions
- 28 apprentices at any given time
- Employment in regional areas; Oberon, Mt Gambier

Employees

- Recent migrants
- Aboriginal and Torres Strait Islanders
- People with caring responsibilities
- People with mild intellectual disabilities (Job Centre Australia)
- People who speak English as a second language
- Equal opportunity for those of any age or race

Community Activities

- School tours
- P-Tech Work Experience program in NSW providing pathways into industry/ apprenticeships
- Job Centre Australia
- Kariong Juvenile Justice Centre work program
- Oberon Corrections Centre work release
- Worked in the past with migrant groups





SUSTAINABILITY

Certification

- ISO 9001 Quality Management Systems
- ISO 14001 Environmental Management Systems
- ISO 45001 Occupational Health & Safety Management Systems
- Wonderware System Integrator Partner
- Inductive Automation's Ignition Core Certification
- Sepasoft MES Credentials

Investment

- Investment into rural and regional areas
- Millions of dollars invested into world-class technologies

Australian company

- Australian Made and Owned
- Late model, energy efficient fleet of vehicles and plant equipment

- Safe by Choice, Not by Chance Workplace Health & Safety initiative
- Equal Opportunity Employer

Community

- Providing jobs for rural communities
- Participating in community projects
- Certified Occupational Health & Safety Management System

Innovation

- World class technologically advanced machinery
- Internal electrical, engineering, steel manufacturing, software development service teams
- Pioneering new product and range developments for life cycle longevity

- Each element of business works together in vertical integration, with constant innovation to deliver quality, cost-effective products

Recycling

- Metals, timber and paper based packaging are collected and recycled
- Repurposing of building materials and other end-of-life steel equipment and components
- Collection of MDF waste to create energy

Sustainability

- More than 53,967 solar panels installed across network of facilities
- 4-Megawatt Gas Turbine Generator assisting in power consumption
- Carbon reduction
- Recycled water management and osmosis treatment facility

[Click here to read about our ISO Certifications >](#)

[Click here to read about our Wonderware Integrator endorsement >](#)