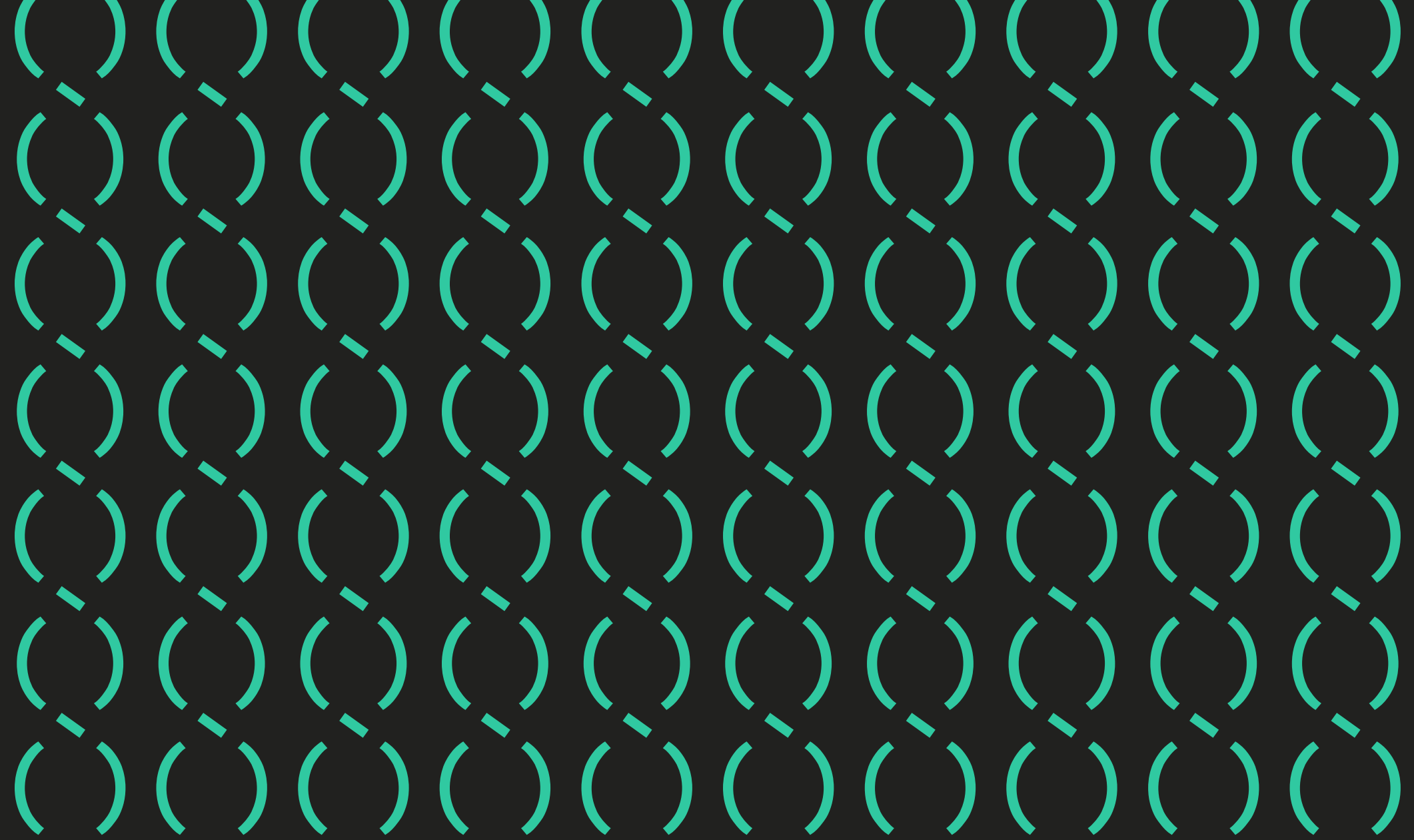


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**NOT JUST TALK,
REAL IMPACT.**

Helix Impact - 2025 Year in Review

ONE YEAR OF HELIX IMPACT AND WE'RE ONLY JUST GETTING STARTED

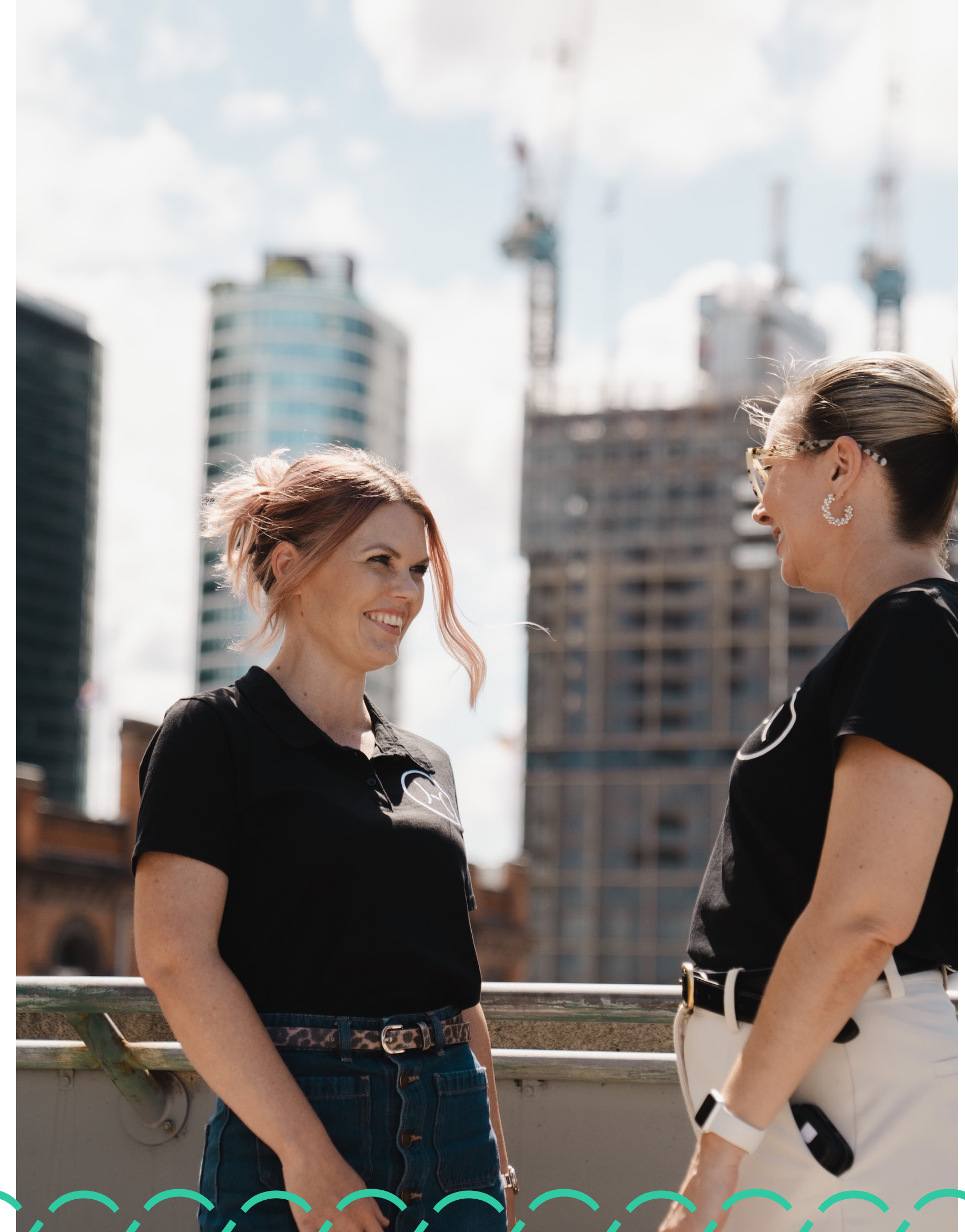
At Helix Impact Solutions, we believe the construction industry can create value beyond the physical structure of the building.

The way we build matters. Through socially and ethically responsible practices, diverse employment pathways, meaningful training and thoughtful social procurement, our industry has the power to create positive outcomes for people, communities and place.

Throughout 2025, this belief guided us. We used it to shape our decisions, partnerships and the standards we hold ourselves to.

In our first year, we have supported major projects, contributed to deeper conversations about social impact, created opportunities for women and underrepresented groups and collaborated with businesses that share our values and our commitment to leaving things better than we found them.

This is a story of value-led decisions, made with intention and the lasting positive legacy they can create.



WE USED OUR VOICE



As part of the NAWIC Business Lunch Series, we promoted the power of procurement and its ability to deliver genuine social impact and real commercial benefit. We spoke about creating positive, meaningful outcomes for people and place, and the difference it makes when the process is started early and consciously woven into decisions.



For International Women's Day, we let our values lead. Every supplier was female or Indigenous owned and operated.

The venue, catering, styling and photography. It was a series of conscious choices that not only created a meaningful lunch, but a clear example of how easy it can be to support diverse and social benefit suppliers without compromising on price and quality.



When Janelle and Morgan delivered the keynote at the AIB Spring Breakfast, they spoke from lived experience. They shared how strong women, culture and Country shaped the way they see risk, responsibility and opportunity.

They painted a picture of construction at its best and an industry that delivers its full value when people, culture and the economy are all considered equally.



HELPING OUR CLIENTS DELIVER IMPACT

We partnered with some of the most respected names in the industry to help them increase their social impact. What these partnerships have in common is trust. Helix Impact helped our clients move from obligation to opportunity, and from intention to outcomes.



JOHN HOLLAND

We supported John Holland to evaluate and forecast the social impact of their See Them Thrive Program, delivered across multiple major infrastructure projects. Our work helped measure real outcomes, tell meaningful stories and support continued investment in well being, inclusion and workforce participation.

KELLER

With Keller, we built training modules to uplift social procurement, compliance and workforce engagement across their national operations. Together, we translated policy into systems, processes and accountability. We helped embed social impact into procurement in a way that is practical, compliant and scalable.



WE EXPANDED THE CONVERSATION WITH THE SOCIAL CITY SERIES

This year, we launched the Social City series, building on the foundations of our Deconstruction podcast

We shone a light on the people and businesses creating positive change across construction and infrastructure. Through conversations with Kieron Lander, Andrew McDougall, Alysha Woodland and Sasha Kurz, we heard stories about learning, vulnerability, courage and progress. Our guests shared honest, practical and inspiring insights.

The podcast has helped us move beyond our own voice and amplify others doing great work across the industry. This series promotes the social impact already happening and that leadership looks different when values guide decisions.



THE NEXT GENERATION

One of our proudest moments this year was welcoming Rianah Childs as an intern. Rianah joined us through the Queensland University of Technology (QUT) internship program that supports women to enter and stay in the construction industry.

Rianah was welcomed, trusted and supported to contribute. In turn, she learned and grew. She learnt how social procurement, workforce participation and community engagement are applied in practice. Rianah also spent time with our clients to gaining firsthand experience forming and administering contracts on construction projects.

"Rianah flourished during her time with Helix, going on to secure a cadetship, where she'll continue building her capability, confidence and experience in the industry."

Janelle Kerrisk
CEO
@ Helix



THE IMPACT OF DOING THINGS DIFFERENTLY

Our values guide our actions, and these outcomes show the difference those choices make.

77%
female owned

Helix is led by women who actively mentor and support the next generation

70%
women across our workforce

Inclusion starts at home and we live our values inside our business

5%

Indigenous-owned suppliers

Bringing valuable perspectives and delivering outcomes that strengthen communities

35%

Small and medium businesses

We choose suppliers who share our values and contribute to stronger local economies

WE'RE RECOGNISED AS INDUSTRY LEADERS

It means a lot to us when the industry recognises the impact we're making.

These acknowledgements reflect the support, integrity and intention we bring to every partnership, project and conversation.



Being named **Winner of the 2025 ALPMA Excellence in External Impact Initiatives Award** affirmed that the work we do to embed social outcomes is not only meaningful to the communities we serve, but valued by leaders across the profession.



Seeing Janelle and Morgan named as **Finalists for the 2025 Urban Developer Women's Leadership Award** was equally special. We celebrated not just their individual leadership, but the shared belief that creating access for other women and lifting industry standards leaves a lasting legacy.



OUR CLIENTS PUT THEIR TRUST IN US

This year, Helix was appointed as a pre-qualified supplier across multiple government panels and schemes. These appointments recognise our capability, strong governance and a commitment to ethical, values-driven delivery and genuine local benefits. They show that our integrity, transparency and community impact is trusted across the industry.



QLD Development Panel
(QGP002-2018)



Local Buy



NSW Government
Scheme SCM0005



Victorian Fair
Jobs Code



"We're grateful for the confidence placed in us, and we carry that responsibility with care as we continue supporting our clients, their projects and our community."

Morgan Rooney
Director of Impact
@ Helix



Our first year taught us something important: social impact is amplified when it's practical, embedded into existing processes and led with authenticity.

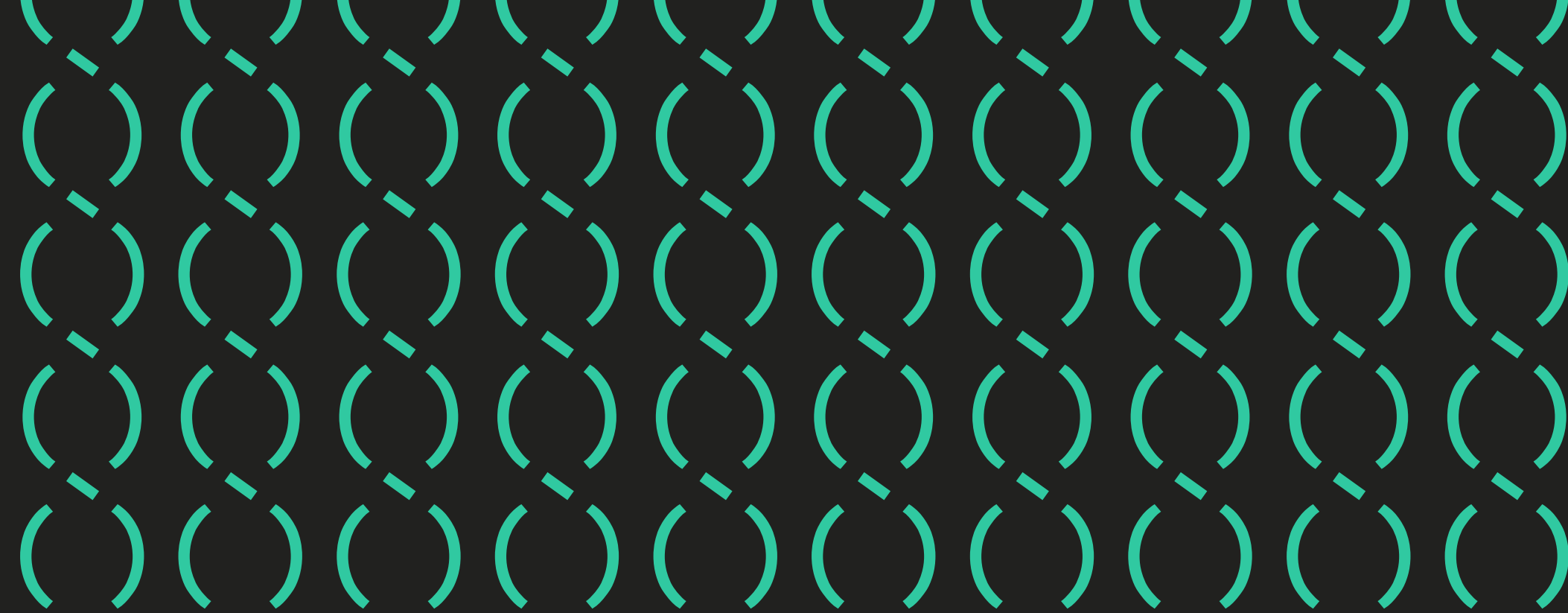


And as we move into 2026 and beyond, one thing is clear

WE'RE ONLY JUST GETTING STARTED!

We've helped our clients measure what matters, strengthen procurement, create access to opportunities and build trust across projects and communities. We created space for women, engaged Indigenous businesses and supported local suppliers.

We've laid the foundation and we'll continue to build stronger outcomes for people, projects and communities. Thank you to the people who trusted us, challenged us and walked this journey with us.



HELIX IMPACT

Year in Review 2025



Morgan Rooney
Director of Impact
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