



GRIFFIN
MARINE SERVICES

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TRUSTWORTHY PROFESSIONALS



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Trustworthy Professionals

Can you briefly introduce us to Griffin Marine Services?

Griffin Marine Services (GMS) is a proudly Australian owned and operated company, employing 120 permanent staff around the nation.

GMS is a national leader in ship building, repair, maintenance, and management and offers a comprehensive suite of services including:

- Ship construction and repair (steel, aluminium, and composite).
- Marine engineering and associated trades.
 - Above and below water line preservation.
 - Insulation fabrication and installation.
 - Mechanical fitting.
- Maintenance delivery and project management.
- 24/7 emergency response.

GMS operates across Australia with workshops and teams strategically located in each regional maintenance centre, including Perth, Sydney, Darwin, and Cairns.

GMS has also supported repairs in the Pacific region in support of cruise liners and patrol boats. This international presence allows GMS to service clients effectively, efficiently, and provides an unrivalled response capability.

GMS' diverse range of clientele includes:

- Defence prime contractors (Navantia, Thales, Babcock, Austal, BAE Systems).
- Commercial shipping companies (Bhagwan Marine, Teekay Shipping, RCL, P&O, and Mediterranean Shipping Co.).
- Major marine operators (Sea Swift, Serco, Transdev).
- Private vessel owners.

What are some of the ongoing or recent projects that you are most interested in showcasing?

GMS recently completed multiple major projects in support of its auxiliary oiler replenishment (AOR) fleet in New South Wales (NSW) and Western Australia (WA), demonstrating the breadth of



skills the company offers to its clients and the national reach utilised to manage repairs around the nation.

GMS Sydney has provided four mechanical fitters to assist Navantia Spain rebuild the port main engine on the ship HMAS Supply. The scope was to disassemble the main engine, check all components and tolerances, and rebuild with new or overhauled parts; GMS also took carriage of all heavy rigging.

This task was completed on time, to GMS' usual meticulous standards, and allowed work that would typically require specialist foreign labour to be completed locally, thereby delivering exceptional value for money and a vessel back to operational readiness in a much shorter period.

At Fleet Base West, GMS' commitment to excellence shone during HMAS Stalwart's maintenance period. The GMS team earned high praise for completing a package of both scheduled work and rectification of a late-emerging water-mist system malfunction that threatened the ship's departure.

Highly qualified welders were mobilised from all four states and the team was

What, for you, differentiates your business from the competition?

Nationwide and international reach is what separates GMS from the competition. Unlike regional operators, GMS has strategically located workshops and teams in Perth, Sydney, Darwin, and Cairns to provide unmatched accessibility across Australia and in the Pacific. This international footprint ensures a rapid response, minimising downtime for clients.

GMS goes beyond just geographic reach, as it was founded on exceptional customer service and prioritising the building of strong relationships, meaning all clients experience proactive communication, timely project completion, and a relentless pursuit of exceeding expectations. So, whether you're a government contractor, commercial shipping company, or private vessel owner, GMS offers the combined advantage of national expertise delivered with a local touch.

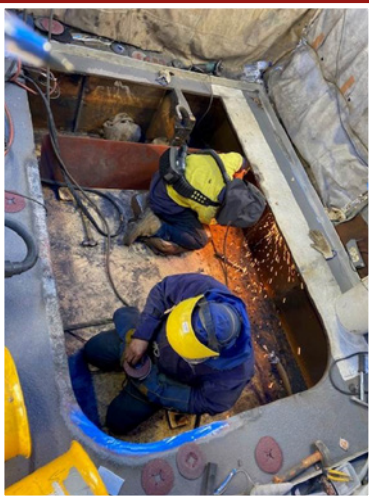
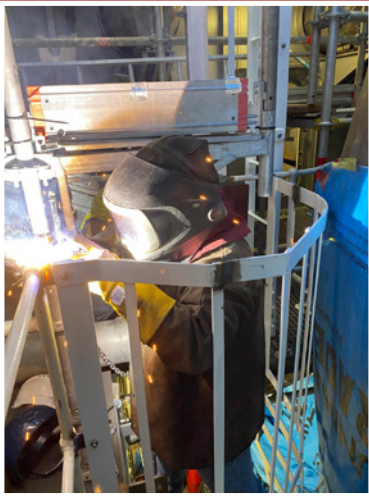
assembled with incredible speed, and then fabricated and installed a new 120-metre DIN150 316 stainless steel water-mist line spanning multiple compartments and levels. Thanks to the team's dedication and expertise, HMAS Stalwart sailed on schedule, fully operational, earning the GMS team a commendation from Navantia, and a letter of appreciation from the Commanding Officer.

Tell us about some of the major challenges faced within the industry and the business itself and then detail how these have been overcome?

A skilled workforce is the lifeblood of the maritime industry, and GMS recognises the challenges of attracting and retaining top talent, particularly when we are directly competing with the resources sector for that same talent. However, GMS have not shied away from these challenges; rather, the company has proactively implemented solutions to build a strong and sustainable workforce.

One key strategy is our commitment to growing our own talent. GMS offer comprehensive apprenticeship programmes across various disciplines, providing a clear career path for individuals passionate about the

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maritime industry. GMS is also a proud participant in the Defence Industry Pathways Programme, and the Defence Industry Internship and Graduate scheme.

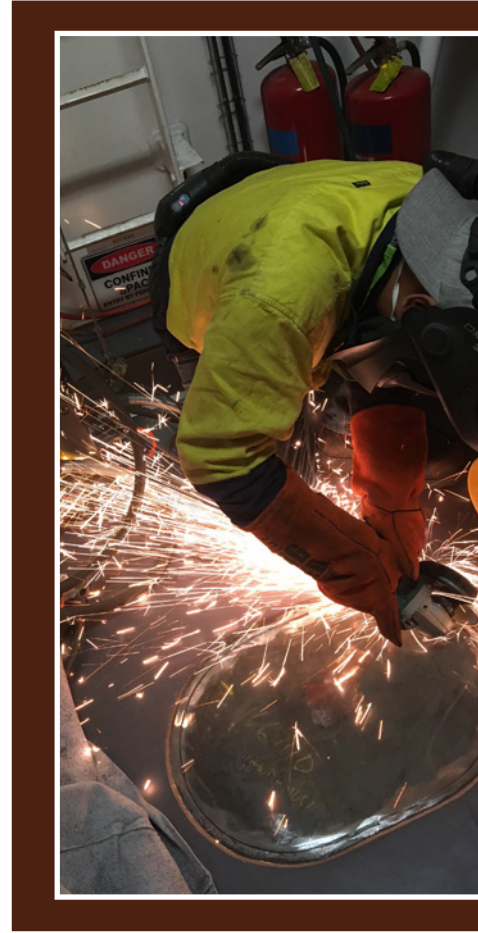
Continuous learning is another pillar of the GMS approach. GMS invests in extensive technical and non-technical training programmes for all employees, regardless of experience level. This not only enhances the skillset of the GMS staff, it also demonstrates a level of commitment to professional development, fostering a sense of loyalty and career progression.

Finally, GMS understands the importance of workplace mobility. Offering opportunities to work across our national network of workshops provides employees with the chance to broaden their skillsets, gain new experiences, and advance their careers within GMS.

Could you tell us more about any technological initiatives that you have in place or are exploring?

GMS is actively developing several innovative technologies for defence applications. One key area is utilising laser ablation machines for surface preparation on hulls and tanks before painting. This method offers a safer alternative to traditional methods, while achieving a higher quality finish. Laser ablation reduces surface contaminants, leading to significantly longer-lasting paint adhesion, minimising the frequency and duration of dockyard visits.

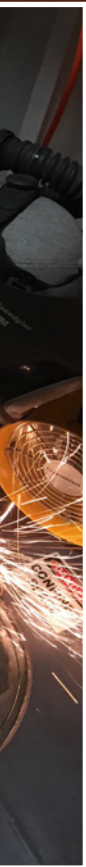
Furthermore, GMS is implementing a fully digital welding quality management



system. This system integrates real-time data collection from welding machines, enabling the rapid and accurate provision of object quality evidence to all clients. This digital format offers superior searchability, traceability, and trust for the ADF. Furthermore, GMS is committed to accelerating innovation and delivering solutions that enhance the capabilities and effectiveness of the Australian Navy.

What are you most proud of in relation to the company overall?

At GMS, a source of immense pride is the dual commitment of being a wholly Australian-owned and operated company



What are your major future ambitions going forward and how will these goals be achieved?

The GMS ambition is clear: become the preeminent ship repair service provider across all our locations in Australia. GMS remains dedicated to being the trusted partner of choice for each of the Regional Maintenance Centres (RMCs).

GMS also recognises that achieving these goals requires a multi-pronged approach:

- **Investing in People:** GMS continues to prioritise its workforce by fostering a culture of training, development, and career advancement. This ensures a highly skilled and qualified team to deliver exceptional service.
- **Continuous Improvement:** GMS is relentlessly committed to optimising processes and embracing innovation. This means constantly challenging the status quo and finding better ways to operate while ensuring efficiency, safety, and quality remain at the forefront.
- **Exceeding client expectations:** Building strong client relationships is paramount. GMS achieves this by exceeding expectations consistently, through transparent communication, high-quality work, and a commitment to on-time project completion.

and to delivering the highest quality workmanship. Being Australian-owned fosters a deep sense of responsibility. GMS understands the critical role a strong maritime industry plays in Australia's security and economic prosperity. This fuels the dedication GMS holds to exceeding expectations and ensuring every vessel repaired is in top condition.

The Australian roots and dedication of GMS go hand-in-hand. It's a combination we're incredibly proud of and allows us to contribute meaningfully to Australia's maritime future.

What do the next 12 months look like for the business?

The next year at GMS is

brimming with excitement, as we are gearing up to support the increasingly complex fleet sustainment needs of the Royal Australian Navy (RAN) under Plan Galileo's regional maintenance construct. This new model presents a unique opportunity, and GMS is perfectly positioned to excel. GMS' extensive experience working on every class of vessel in the RAN and

Australian Border Force (ABF) surface fleets speaks volumes. Furthermore, the established workshops and seasoned personnel strategically located within each Regional Maintenance Centre (RMC) locations – Henderson, Sydney, Cairns, and Darwin – solidify the company's commitment to seamless integration with CASG, the RAN, and all RMC providers during this transition.

In the coming year, GMS will focus on:

- **Leveraging our national network:** Optimising resource allocation and expertise across RMC locations to ensure efficient and timely service for all vessels.
- **Building strong partnerships:** Collaborating closely with CASG, the RAN, and other RMC providers to ensure a smooth transition and effective regional maintenance delivery.
- **Investing in technology:** Continuously improving processes and tools to enhance efficiency, data collection, and communication throughout the maintenance cycle.



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