

**K/NET/C**  
moving people

# Specialist bus services for mining and resources







### ACKNOWLEDGEMENT OF COUNTRY

Kinetic acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the lands on which we work, live and move people every day. We pay our respects to Elders past and present.



## Contents

About us	5
Specialist bus services	7
Capacity to deliver	8
Safety and compliance	11
Technology innovation	12
Case studies	14
Road to net zero	19
Leading the charge	20
Supporting communities	22
Inclusion	24







## Australasia's largest bus operator

Welcome to Kinetic, Australia and New Zealand's largest bus operator.

We keep communities connected and industries moving, with bus services that are safe and reliable.

That's why we've supported key players in the mining and resource sector for over 15 years.

In the race to net zero, we're in the front seat ensuring our work leaves a positive impact on people, communities and the environment.

We are a team of 8,250 people relied upon by 100 million passengers every year.

We bring pride and passion to everything we do and welcome everyone at Kinetic.

8,250  
people

5000  
buses

100 million  
passengers annually

193  
bus contracts

106  
bus depots

363  
zero emission buses

16  
electric depots



**Michael Sowards**  
Group CEO



**Mackayla Hanney**  
Group CCO



**Matthew Campbell**  
MD Australia



## Defining who we are

Our mission is to improve the livelihoods of the communities in which we live and operate.

Our values define who we are. They guide our actions, behaviours and the choices we make.



### RESPECT

We behave in a manner that shows that we care for ourselves and for each other.



### AUTHENTICITY

We are real and authentic, we encourage straight talking, healthy debate and differences in opinion.



### HUMILITY

We listen to our customers, our people and our partners, we continuously learn from others to be better at what we do.



### PASSION

We bring energy and commitment to everything we do.



### INTEGRITY

We are open, honest, ethical and fair, we are genuine people who deliver on our promises.



# Specialist bus services

For the last 15 years we have supported our mining and resources clients with safe, efficient and highly customisable transport services that support the success of large, long-life projects. Our specialist busing operations for the resources sector features Australia's largest network of premium vehicles ready to support both long-term contracts and project specific requirements. We continue to support mining and resource projects in key regions across Australia, transporting more than 6 million people every year.

Our **core workforce transportation services** include:



**Camp-to-site shuttles** - Kinetic provides workforce shuttle transfer services between camps and villages to work sites for a wide range of clients in the resources, energy and mining sectors throughout QLD, WA, NT and SA.



**On-site shuttles** - our shuttle services ensure workers can easily access different areas and work locations on the same site.



**Airport services** - Our airport shuttle services typically involve fly-in-fly-out (FIFO) transfers, providing transportation for workers between airports and remote mine sites, where reliability and comfort count.



**Adhoc workforce recreation charters** - we offer charters to connect workers with local recreational activities on an ad-hoc basis for our mining and resource clients.



**Town to remote site charters** - Kinetic provides safe, comfortable and clean charter coach services to remote work sites from towns including Bowen Basin, Mackay, Gladstone, Townsville, Moranbah, Rockhampton and Brisbane in QLD, Darwin in NT, Perth and the Pilbara region in WA and Olympic Dam and surrounds to Coober Pedy.



# Capacity to deliver

We support long-term mining and resource projects in key regions across Australia, transporting around 6 million people every year.

## LOCATION

We are strategically located in

- / Perth
- / Pilbara
- / Darwin
- / Olympic Dam
- / The Bowen Basin, and
- / Gladstone

We have long-term operational experience in these regions.

## FLEET

We have Australia's largest network of premium vehicles with enhanced safety systems and specifications ready to support both long-term contracts and shutdown and project specific requirements.

## PEOPLE

Our national driver and operations pool offers flexibility on local and national driver resources allowing us to service fluctuating volumes of work.

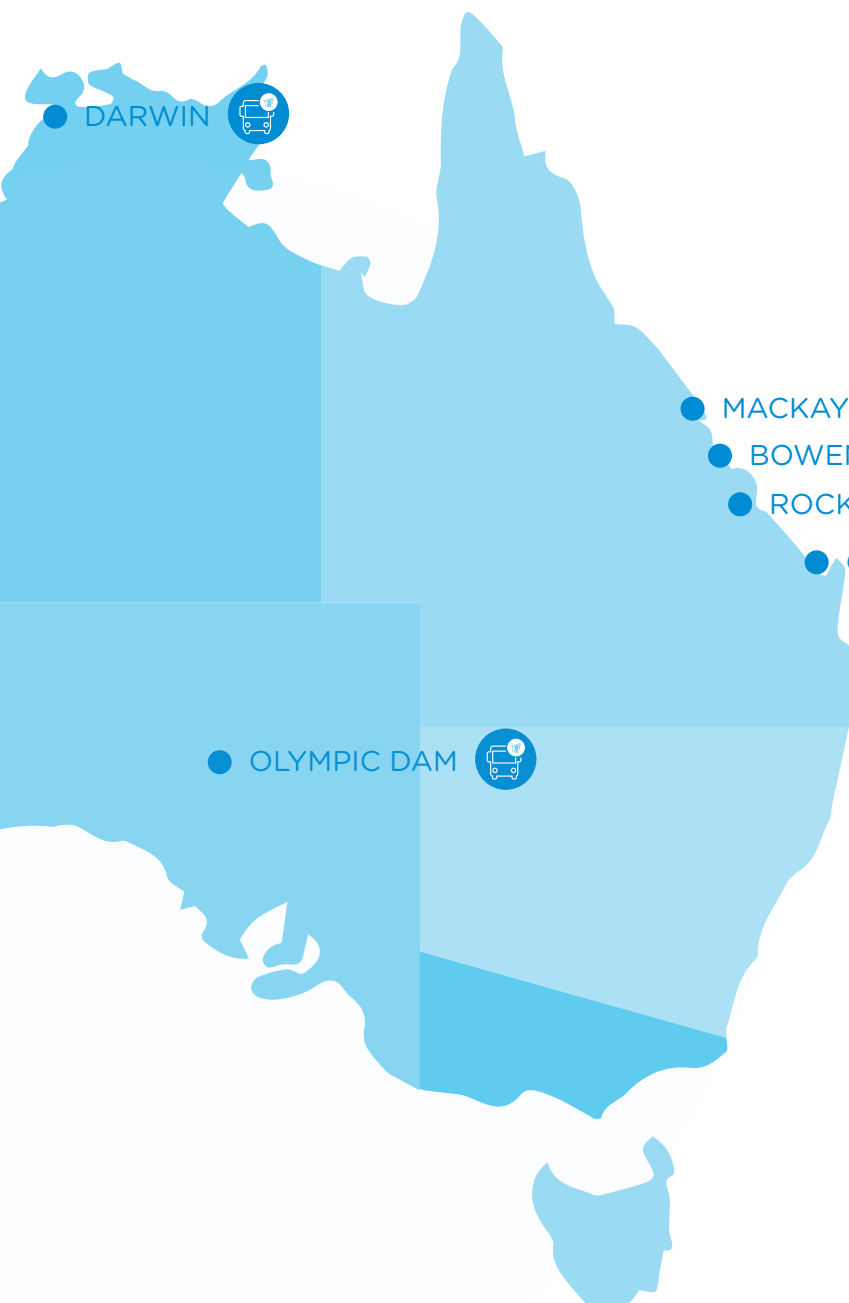


**MINING AND  
RESOURCES  
BUS SERVICES**



**CHARTER  
BUS  
SERVICES**





## Industry-leading support

We support major projects and customers including:









# Safety and compliance

When it comes to transporting people in the mining and resource sector, safety and compliance underpin everything we do.

## Safe travel

Our clients place a premium on the protection of their most valuable asset – their employees – and so do we, with a range of measures to ensure we meet the highest standards of service and safety.

From state-of-the-art maintenance systems to advanced safety features that monitor hazards and prevent incidents, we ensure every journey we make is safe and comfortable.

Kinetic's Integrated Management System, the Kinetic Way, which includes all of our systems, processes, policies and procedures, is certified to international standards:

- / ISO 45001 - Safety Management Systems
- / ISO 14001 - Environmental Management Systems
- / ISO 9001 - Quality Management Systems

### REAL-TIME MANAGEMENT

Our 24/7 operations team uses advanced vehicle tracking systems to monitor every moment of our fleet's movements in real-time, as well as in-vehicle cameras to detect driver fatigue or distraction and alerting at the first sign of a potential fatigue risk.

### DRIVER SAFETY

Our drivers are required to meet exacting standards, with compulsory pre-employment medical screening and regular drug and alcohol compliance assessments to ensure they are fit for duty. The intensive training programs we offer provide our drivers with the knowledge, skills and experience needed to ensure a safe journey every time.

We also undertake risk assessments of all routes and stops to ensure the safety of your teams and our drivers as they travel to and from site.

## Compliance

We understand the critical importance of compliance and meeting statutory and individual requirements. For over 15 years, we have been trusted to support the industry's biggest names because we place a strong emphasis on compliance.

### EXCEEDING REQUIREMENTS

We work closely with the National Heavy Vehicle Regulator (NHVR) and State Transport authorities to ensure our systems and processes meet and exceed their requirements for accreditation.

### PROACTIVE MAINTENANCE

Our maintenance and inspection program guarantees our vehicles meet safety and compliance requirements and run like clockwork and at peak efficiency. This program is supported by a state-of-the-art system to uphold rigorous schedule of services and preventative maintenance.

### ROSTER MANAGEMENT

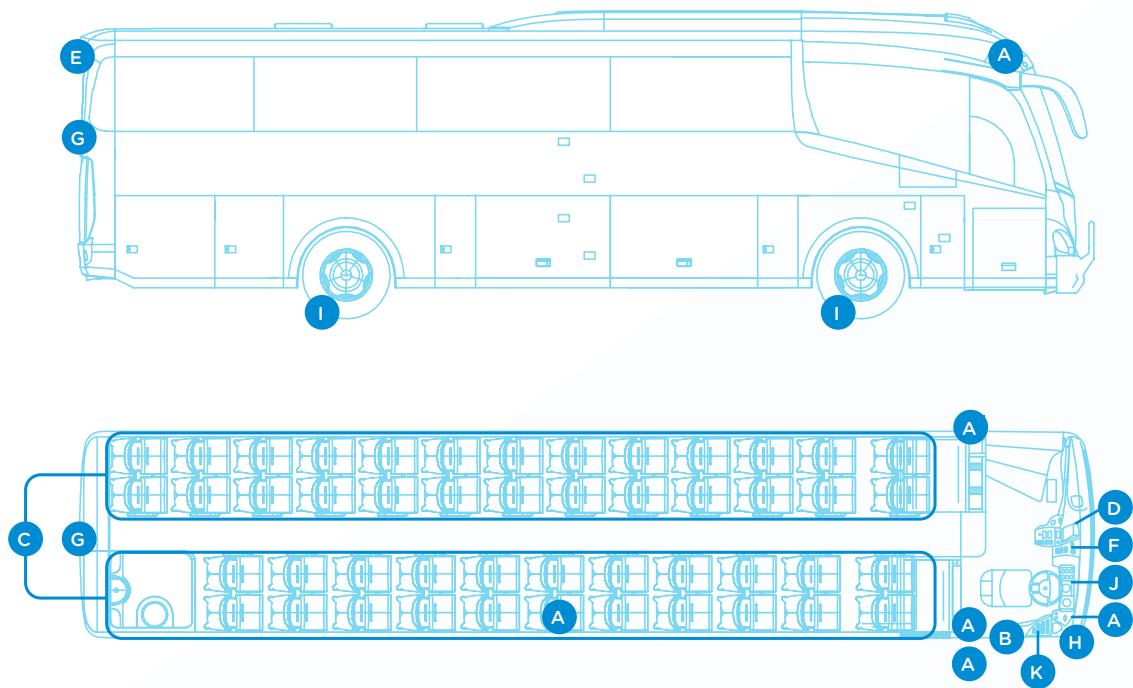
Our roster management systems, including industry leading electronic checks to ensure every roster is compliant with NHVR or state legislation, helping to ensure our drivers are always well-rested and ready for duty.



# Technology drives us

With a focus on continuous improvement and innovation, we are constantly working to develop our fleet, processes and systems and set new standards for passenger safety and comfort.

The features and safety innovations that have been deployed across our state-of-the-art fleet have been proven to effectively manage driver fatigue, prevent incidents, and ensure our vehicles are always operating at peak performance.



A	CCTV Cameras	G	Fire Suppression System
B	Satellite Communication	H	QCOM Radio
C	Seatbelt Alarms	I	Tyre Pressure Monitoring
D	Electronic Work Diaries	J	Guardian Fatigue Management (Seeing Eye)
E	Reversing Cameras	K	Live Electronic Manifesting
F	In-Vehicle Monitoring Systems		

# Real-time management of driver fatigue.

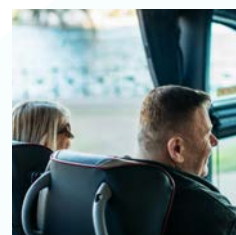
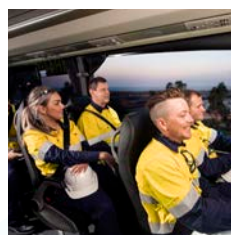


## THE GUARDIAN MONITORING SYSTEM

We proudly pioneer systems and processes that enable real-time management of driver fatigue via our 24/7 operations team.

The Guardian monitoring system device is configured to detect fatigue events, distraction events and field-of-view exceptions by measuring our driver's head positioning and eye closure, as well as the road conditions in front of the vehicle.

When an event is detected, date and footage are immediately relayed to our operations team allowing them to respond in real time. The system sends out alerts in the form of audio alarms and seat vibrations to warn the driver.





# Case studies

## CASE STUDY #1: RESPONDING TO STAFF SHORTAGES DURING INPEX SHUTDOWN

### Description

Between March and August 2022, the INPEX LNG plant required the provision of safe, daily passenger transfers between Darwin, Bladin Village and the plant as well as a shuttle bus service around the plant. The bus services were required to transport 1800 workers to perform maintenance for one of the two LNG processing trains during a shutdown.

The provision of this service was complicated by a national driver shortage following the COVID-19 pandemic.

### Actions undertaken

Kinetic supplied 25, 48-seat buses and two Mitsubishi Rosas to transport workers and ongoing operations staff throughout the shutdown operation.

Due to the nationwide worker shortage, Kinetic commenced driver recruitment and onboarding two months earlier than usual to ensure sufficient capacity for commencement of shutdown activities.

To further mitigate risk of driver shortfalls, we deployed a further strategy to ensure that all management, supervisory and technical staff held a bus driving license and were trained to drive buses, facilitating service continuity in the event of a high level of absenteeism due to COVID-19. Kinetic worked in collaboration with INPEX to design an alternative, more efficient busing service solution to reduce the number of nightshift coach services required while still accommodating all passengers. Due to the dynamic and everchanging nature of the project, we remained flexible, continually provided solutions and amended the schedule at short notice during the shutdown planning period.

We also modified our bus cleaning regime to include additional measures and touch-point cleaning routines to reduce the risk of COVID-19 transmission on our buses.



### Outcomes and performance

Despite only being able to recruit 27 of the 35 planned driver positions, our team worked closely with INPEX to redesign and reduce the number of pre-planned services, meaning that we could deliver all services required with a reduced driver headcount. Kinetic was recognised by INPEX for our ability to respond quickly to emerging issues and collaborate in achieving successful busing operations.

Kinetic has also developed processes to support the safe operation of bus services in COVID-19 'at risk' regions within the unique regulatory and environmental pressures of the Northern Territory LNG. Processes developed during the INPEX shutdown project have since been implemented in our other ongoing operations where appropriate. Examples of these include driver training and amended hygiene procedures to reduce the spread of COVID-19.

“Kinetic has provided excellent service transporting all project workers between the airport to the camp, site and town Kinetic’s service has been outstanding in terms of meeting all project expectations pertaining to safety performance, service commitment and overall alignment with our culture. Thanks for a job well done.”

## Optimisation in action

At Kinetic, we continuously strive to optimise the services we provide to our partners.

During the construction phase of a major LNG project, we identified inefficiencies in the planned 'single uplift' execution strategy.

The 70 coaches that were required at peak times would occupy over 1.5km of the 12km stretch of road between the project camp and the LNG construction site. With limited pick-up and set-down locations, multiple road intersections, and delays at the security points, the 'single uplift' strategy would take significantly longer than the targeted 20 minutes.

Drawing on our years of experience in providing bus services in similar situations, we were able to analyse the requirements and suggest an alternative solution that would reduce the workforce transfer time, reduce the number of coaches on the road (and the risks associated with that), and even reduce costs.

We were able to successfully execute this more efficient solution with no disruption to the project, leading to a successful partnership that spanned the 10 year construction project and in to the operational phase.

## Cutting-edge tech

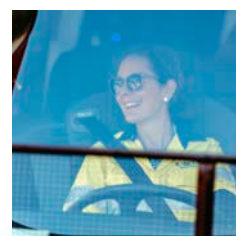
No matter how good our coaches are, we always think they could be better.

In 2016, we developed the TechBus, a prototype vehicle co-funded by the BHP Mitsubishi Alliance (BMA) to demonstrate cutting-edge safety innovations and establish a new benchmark for transportation in the resources sector.

Since then, Kinetic's TechBus has travelled more than 100,000km without incident. It has been successfully used to trial intelligent and responsive transport solutions that ensure both the vehicle and its driver are always operating at maximum efficiency.

The advanced features trialled aboard the TechBus, which won the McLanahan Safety Award at the Queensland Mining Awards 2018, have now been deployed across our state-of-the-art fleet.

You can count on us to keep innovating – because when it comes to safety, we're never satisfied.





## CASE STUDY #2: CONOCOPHILLIPS APLNG – T2 SHUTDOWN BUSINESS SERVICES

### Description

Australia Pacific (LNG) is a joint venture between ConocoPhillips, Origin Energy and Sinopec, shipping LNG cargo to domestic and international markets since 2016. ConocoPhillips assume operation of the LNG export facility located on Curtis Island located 12 kilometres off Gladstone mainland and accessed via ferry service operating from Fisherman's Landing. Kinetic has been providing busing services to ConocoPhillips since April 2019, transferring workers to and from Fisherman's Landing ferry terminal 7 days per week, 365 days per year. During 2022, ConocoPhillips undertook large scale maintenance works on their LNG facility, requiring additional shutdown maintenance workforce of up to 900 personnel for an eight-week project duration.

### Actions undertaken

Kinetic undertook the following actions to meet additional busing service requirements. We:

- / adopted a sourcing strategy for additional drivers that leveraged talent engaged on similar contracts in other resource-based markets. This helped ensure engagement of suitably qualified and experienced drivers, while also simplifying the onboarding and mobilisation process
- / drew upon fleet capability across the broader Kinetic Group to mobilise 20 additional coaches of similar specification to standardise operating procedures for drivers and passenger comfort while also remaining cost effective for ConocoPhillips
- / mobilised our Kinetic Driver Trainer to provide standardised induction and on-job route familiarisations for drivers as they mobilised to the work site. This reduced time to complete mandatory training
- / trained new drivers on ConocoPhillips COVID-19 Controls policy and procedure
- / provided ground support to manage the flow of passengers between accommodation centres and the ferry terminal
- / provided two onsite busing coordinators and marshals daily throughout the duration of project to safely manage the boarding and alighting process for passengers as well as bus ingress and egress at the pick-up and drop-off locations

Kinetic mobilised an additional 20 vehicles and 22 drivers to support Conoco Phillips additional busing requirements during this period.

- / leveraged our 24/7 OCC to maintain continuous oversight of busing schedules, driver and fleet availability and compliance, as well as ensure timely response and resolution of any potential delays or disruptions, and
- / further supported our locally based operational teams from our OCC to coordinate with ConocoPhillips key contractors and ensure effective deployment of buses to meet actual passenger requirements, with the daily routine including:
  - / communications with Home Ground Village accommodation team to understand actual number of workers in camp, and as such, number of passengers requiring busing, and
  - / review of mobilisation details provided by third-party contractors to understand passenger numbers requiring airport transfers and at which time of day.

### Outcomes and performance

Kinetic mobilised an additional 20 vehicles and 22 drivers to support Conoco Phillips additional busing requirements during this period.

We selected appropriate fleet to meet ConocoPhillips safety and passenger comfort expectations.

We adopted additional procedures to support ConocoPhillips COVID-19 prevention measures to protect the health and safety of shutdown workforce and drivers.

We completed all works safely and with no reported cancellations and minimal delays to busing services.

## ENERGY RESOURCES AUSTRALIA JABIRU NT - 2019 - PRESENT

Kinetic provides remote long-haul services in support of the Jabiru Rehabilitation Project executing transfers daily from Darwin to Jabiru, and return. Due to the remote nature of these services Kinetic implemented additional operational safety initiatives including:

- / mandatory daily pre-trip inspections to be conducted by mechanics
- / satellite telecommunication device
- / Passenger satellite WIFI connectivity and USB charging ports to seatbacks
- / additional transit fatigue rooms for drivers to ensure continuity of services, and
- / luggage bins adapted to provide in-vehicle refrigerated storage and supply of water.

## BHP OLYMPIC DAM - 2007 - PRESENT

Kinetic continues to execute the busing services for the BHP Copper SA Assets mining operations and provision of remote school bus services to the township of Roxby Downs and Andamooka. In addition to the Business as Usual (BAU) services, Kinetic coordinates resources for regular shutdown surge events, ad-hoc and corporate tours and continually meets and exceeds contractual KPIs. The ongoing success of the operation resulted in the award of the BHP Oak Dam Exploration Project transport services including additional 4x4 buses suitable for the exploration environment, and further provision of BAU and shutdown services for additional BHP Copper SA assets including Prominent Hill and Carrapateena mines. A recent highlight of this operation included collaboration with BHP in support of the Indigenous Ally Network, Spirit, with the launch of the program being complimented by the Spirit Bus.

## PILBARA SHUTDOWN OPERATIONS - 2025 - PRESENT

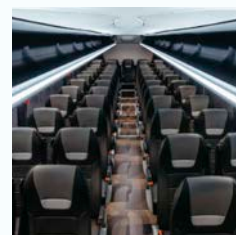
Kinetic successfully mobilised a fleet of 15 buses and experienced drivers to the Pilbara within a two-week turnaround to support ongoing shutdown service delivery for HIO, FMG, and various client sites between Newman and Port Hedland. The operation demonstrates Kinetic's agility and commitment to delivering rapid mobilisation and continuity of service across remote regions. With an established local presence and strong community engagement, Kinetic continues to strengthen relationships and deliver safe, reliable transport solutions tailored to the needs of the Pilbara's mining operations.

## BECHTEL CHEVRON WHEATSTONE LNG PROJECT - 2012-2021

Kinetic (formerly Greyhound Resources) successfully delivered busing services for the Wheatstone LNG Project Construction and Operational phases from 2012- 2021, with a peak vehicle requirement of 115 fleet and 7600 passengers. Throughout the 1.5 million work hours and Project Construction mobilisation, delivery and demobilisation, safety was paramount, resulting in a Total Recordable Incident Frequency Rate (TRIFR) of 0.13, compared to an industry average of 5-10.

The above examples demonstrate Kinetic's capacity to deliver BAU requirements for clients in the mining and resources sector and ramp up our services to manage increased requirements during shutdown events.

Kinetic provides remote long-haul services in support of the Jabiru Rehabilitation Project executing transfers daily from Darwin to Jabiru, and return.





Moving Lightly,  
Moving People,  
and Moving Forward.





## Road to net zero

Sustainability is at the core of everything we do, as we focus on Moving Lightly, Moving People, and Moving Forward.

We recognise our role in alleviating the pressures on our planet's natural resources, promoting the wellbeing of our people and communities, and creating long-term value for our business, customers and community.

Our Sustainability Strategy sets out the framework for contributing to sustainable development, and addressing some of the social, environmental and economic challenges of our time.

At the core of our sustainability targets is our net zero commitment, working with our customers towards delivering more sustainable communities.



## Our commitments:

Working with partners to expedite to a fully zero emission urban fleet by 2035.

Increasing the number of electric buses across our operations year-on-year.

Having a year-on-year increase in electrification capability across our depots (including new electric depots and transition of existing depots).



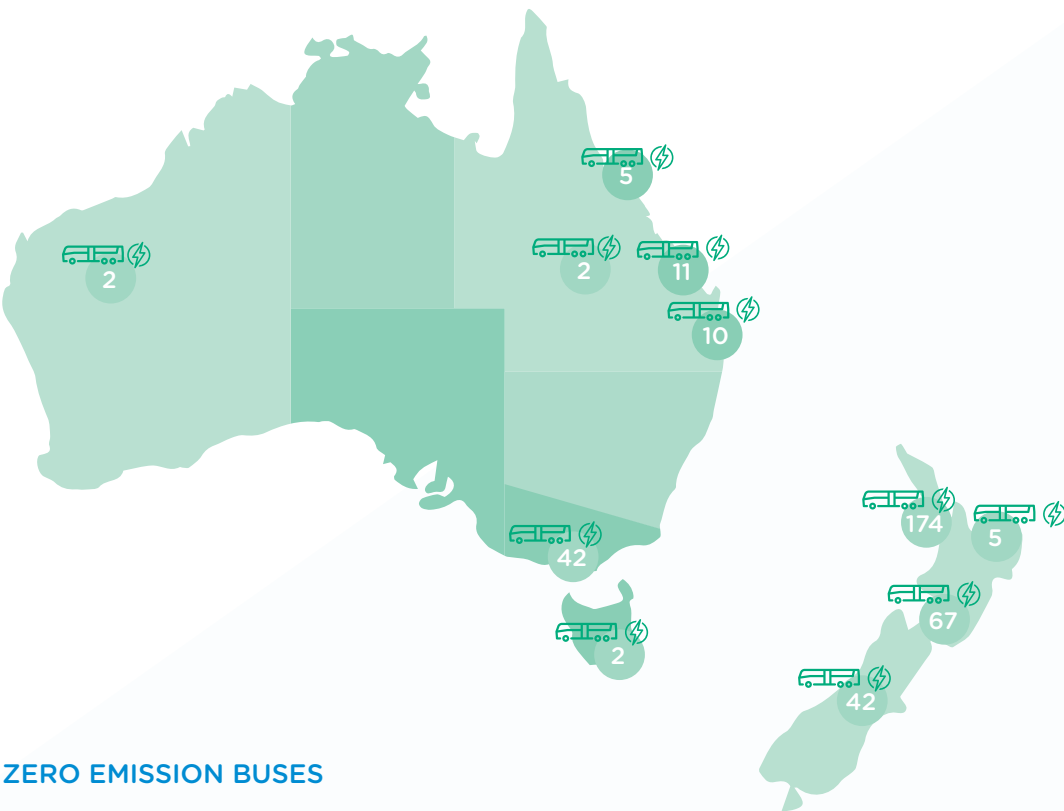
# Leading the charge

Kinetic is proudly Australasia's largest owner and operator of zero emission buses.

Kinetic has now transitioned 363 ZEBs into our public bus networks across Australia and New Zealand, with more coming online ever year.

We're also among the first to trial the deployment of ZEBs into remote mining and resources regions.

Our zero emission bus network is supported by 16 electric bus depots including Australasia's largest fully electric bus depot.



## ZERO EMISSION BUSES

Australia		New Zealand	
	75		288
Cairns	5	Auckland	174
Sunshine Coast	11	Christchurch	42
Gold Coast	10	Tauranga	5
Bowen Basin	2	Wellington	67
Melbourne	42		
Hobart	2		
Pilbara	2		

\*Accurate as of February 2024





363  
ZEBs in service  
across Australasia

16  
electric  
bus depots

2  
fully electric  
depots

Through extensive testing and implementation of vehicles and infrastructure, we have significant experience, IP and an advanced roadmap to introducing zero emission buses.



# Supporting communities



## RECONCILIATION

Through our Innovate-level Reconciliation Action Plan (RAP), we are proudly establishing genuine, more meaningful and long-term relationships with First Nations communities.



## BANGARRA YOUTH PROGRAM

Partnering with the Youth Program for Bangarra Sydney, KinetiC provides transport for local high school students and Traditional Owner groups to attend 'On Country' trips and program sessions for local storytelling.



## BREAST CANCER NETWORK AUSTRALIA

KinetiC is a proud supporter of Breast Cancer Network Australia (BCNA), a national organisation that ensures that Australians affected by breast cancer receive the best support, information, treatment, and care applicable to their specific needs.



## BUS SERVICE CONNECTS RESIDENTS TO ESSENTIAL SERVICES

KinetiC has launched a new six-month community bus trial in Yarrabah Aboriginal Shire in December 2025, connecting Yarrabah residents to essential services and shopping facilities. Delivered with local partners, it aims to give residents better access to retail, banking, healthcare and other essential services.





## ROAD SAFETY WEEK

Promoting the message that road safety is everyone's responsibility, Kinetic supports National Road Safety Week by participating in activities with local communities to raise awareness of the importance of care on our road.





# You are loved



## PRIDE BUS FLEET

Kinetic's commitment to diversity and inclusion is spectacularly clear with our growing 'pride bus' fleet, adorned by a rainbow-coloured bus design, one of the permanent reminders across our operations that LGBTQ+ communities should feel safe, respected, and welcomed.



## Supporting our team



### STEERING HEALTHY MINDS

With a remote workforce, Kinetic is proud to be helping our people function at their best with a peer-to-peer mental health first aid support program that normalises mental health, upskills our people, and better supports people in our team and community experiencing difficulties.



### WOMEN UP FRONT

We're encouraging more women to join our friendly fleet of drivers living life in the bus lane through our unique trainee bus driver program. The program is designed to encourage women to the bus industry by helping them feel empowered, positive and excited about opening up a new career path with Kinetic.



### MOVING THE MOB

Moving the Mob is Kinetic's flagship program supporting Aboriginal and Torres Strait Islander participation in transport. It provides licensed First Nations people with flexible, paid training in a culturally safe environment to become bus drivers. Developed with community partners, it is expanding nationally having already made an impact in North Queensland, Western Australia, and Victoria



# Count on Kinetic









