



# WARATAH GROUP SERVICES

## Capability Statement



**ADAPTIVE**  
Accreditation No.  
M25720721AG



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# Company Overview

**At WGS, We're Proud to Care for Your Property.** We provide our clients across federal and state government, local councils and the private sector with a professional, high quality and responsive service at all times with Landscape Maintenance, Arboriculture, Tree Planting, Landscape Construction and Cleaning Services. Our qualified and experienced in house team of professional Horticulturists, Level 5 Arborists, Green Keepers, Nursery, Parks & Garden and Cleaning staff maintain and care for properties right across Greater Sydney, the South Coast and beyond.

At WGS we have a team of experts, and the resources, systems, accreditations, and equipment that enable us to deliver environmentally responsible, consistently high-quality and site-specific services. Beyond our experience caring for property since 1997, we work closely with our clients to give back to the community and achieve positive social and community outcomes.

**Our operating ethos is 'smart service, great people'.** We look for efficient solutions to produce cost-effective outcomes and have a strong focus on building strong, long term relationships with all stakeholders including our clients. Our team is efficient, friendly and reliable.



*Above all, we take pride in caring for your property, and that's the secret to our success.*



## OUR VALUES

### RESPONSIVE AND COLLABORATIVE

At WGS we take the time to establish our clients' needs and gain an understanding of the site and its logistical and environmental requirements. By assessing the needs of our clients, project stakeholders and the wider community, we can create a program of works that benefits all parties, and adds value to your property. We get things right the first time, through efficient, cost-effective service delivery.

### TRUSTED

Central to developing strong client relationships is maintaining access to our senior management team. Our projects are led by experienced in-house teams, supported by trusted specialist subcontractors when required to meet peak demand and project needs. All works are managed and audited by our leadership team, ensuring consistent quality, accountability, and timely delivery.

### THOROUGH

Our successful track record is built on a framework involving planning, structuring our approach and meeting with and reporting to our clients. Working through these steps methodically and consultatively, we support our clients and the environment with our wide-ranging horticultural expertise. Through our performance reporting framework, we drive the continuous improvement of our services and outcomes.

### CARING AND PROUD

We care for the environment and implement ongoing, proactive structures to remain in line with best practice sustainability guidelines. We are proud to be part of programs in the communities in which we operate including jobs initiatives and community tree planting projects. At WGS we pride ourselves on developing future leaders, so apprenticeships and traineeships are important to us.

# PROUDLY AUSTRALIAN OWNED



WGS has grown from a Sydney lawn mowing run in 1997 to maintaining hundreds of government, local council and private sites across Greater Sydney, the South Coast and beyond today. We acknowledge the Traditional Custodians of the lands on which we work and recognise their continuing connection to land, waters and community.

Our local roots continue to shape how we work, source and grow. We prioritise local, from sourcing plants and materials to investing in equipment and growing our team to support new contracts. We are also focused on creating employment and development opportunities for Aboriginal and Torres Strait Islander peoples. This commitment strengthens our service delivery and our connection to the communities we work in.



*It's the Waratah way.*



## Award Winning Professionals

WGS is proud to be recognised among Australia's award-winning landscape and maintenance professionals, with achievements that reflect our commitment to quality, innovation, and excellence across every property we care for.

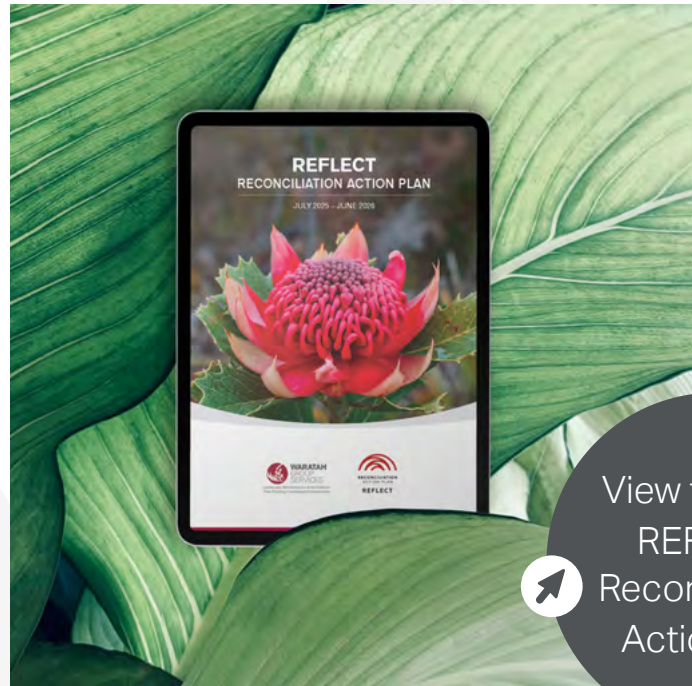
Our team's dedication has been acknowledged through multiple industry honours, including winner of the 2025 WSABE Excellence in Large Business Award, progression to the 2025 Business NSW State Awards as Finalist, and a series of Gold, Silver, and Bronze wins at The Landscaping Association's Landscape Excellence Awards.

These awards celebrate our highest standards and recognise the skill, teamwork, and values that define WGS across every site we are proud to maintain and every community we serve.

Waratah Group Services' commitment to sustainability and responsible growth is long-standing and embedded in the way we operate. We take a practical, community-focused approach to environmental stewardship, social responsibility and strong governance, ensuring our work delivers positive, measurable outcomes across the communities and environments we serve.

Our ESG Report formalises this commitment, outlining our clear goals and measurable targets, tracking progress year on year and sharing key impact stories that demonstrate how our principles translate into action. It provides transparent insight into our environmental performance, community engagement initiatives and governance practices. You can learn more about our approach, results and future priorities by reading our latest ESG Report.

View the  
WGS  
ESG Report



View the WGS  
REFLECT  
Reconciliation  
Action Plan

# Reconciliation Action Plan Reflect

WGS has taken its first formal step in the reconciliation journey through its Reflect Reconciliation Action Plan (RAP), endorsed by Reconciliation Australia.

This plan provides a framework to strengthen our engagement with reconciliation and guide how we contribute to reconciliation goals, both within our organisation and the broader community.

As we progress through the Reflect phase, we are committed to listening to and learning from the voices of Aboriginal and Torres Strait Islander peoples. We are also focused on building genuine relationships and creating culturally respectful practices that will shape how we work now and into the future.

# Landscape Maintenance

We deliver comprehensive, end-to-end landscape maintenance services tailored to the operational needs of large-scale sites and complex environments. Our clients include government departments, local councils, commercial property managers, and organisations overseeing housing estates, sporting facilities, aged care, medical and public open spaces.

With experienced operations managers, green keepers, qualified horticultural teams, and a fleet of specialist machinery, we maintain a wide range of landscapes efficiently, safely, and to the highest standards.

## GARDENING

- ▶ Pruning for plant health, controlled growth, and seasonal flowering
- ▶ Weed management programs (selective and broad-spectrum)
- ▶ Pest and disease control strategies
- ▶ Soil improvement, composting, and mulching
- ▶ Tailored fertiliser programs
- ▶ Planting and transplanting of small or mature stock

## TURF CARE & SPORTS FIELD MANAGEMENT

- ▶ Scheduled mowing and edging
- ▶ Broadacre mowing using Toro 5910 mowers and tractor wing decks
- ▶ Wet area mowing using Ventrac mowers for water-affected grounds
- ▶ Steep embankment mowing using remote-controlled mowers and excavator-mounted flail attachments
- ▶ Verge, roadside, and slashing services using tractors with reach flails and excavators
- ▶ Sports field preparation and maintenance
- ▶ Weed treatment, fertilising programs, and selective herbicide applications
- ▶ Coring, aeration, top dressing, and turf replacement
- ▶ Line marking for sports fields



## VEGETATION MANAGEMENT & LAND RECOVERY

- ▶ Land clearing and site recovery using Posi track units with Fecon forestry heads
- ▶ Excavators with flail mower attachments for heavy vegetation control
- ▶ Fire mitigation and prevention programs
- ▶ General vegetation management across roadsides, open spaces, and hard-to-reach sites
- ▶ Weed treatment, fertilising programs, and selective herbicide applications
- ▶ Coring, aeration, top dressing, and turf replacement
- ▶ Line marking for sports fields

## IRRIGATION SERVICES

- ▶ Irrigation system installation and upgrades
- ▶ Performance audits and efficiency reporting
- ▶ Ongoing management, repairs, and maintenance
- ▶ Water conservation advice and system optimisation



## SPECIALIST SITE MAINTENANCE

- ▶ Swimming pool maintenance for managed communities and housing complexes
- ▶ Maintenance of stables and surrounding grounds
- ▶ Gutter and strip drain cleaning services

## WEED CONTROL PROGRAMS

- ▶ Broadacre boom spraying using selective herbicides
- ▶ Targeted spot spraying and knockdown applications
- ▶ Fenceline and garden bed treatments
- ▶ Night spraying with electric UTVs for high-traffic or sensitive locations



# Tree Planting

As experienced Landscaping and Arborist Services providers, WGS is a keen supporter of trees in our landscapes. We take pride in supporting local councils, government and communities as they deliver tree planting initiatives to enhance the tree canopy across NSW.

Our involvement in programs such as the 5 Million Trees in Greater Sydney initiative and Randwick City Council's Greening our City program reflects our ability to deliver high-volume, well-managed outcomes. Recent works include the delivery of over 2,000 trees for Randwick City Council, more than 2,000 street trees for Sydney Metro offset programs, and large-scale planting across Inner West, Sutherland Shire, Canada Bay and Liverpool councils. These projects span street tree programs, parklands, town centres and advanced specimen installations, all supported by structured establishment and maintenance services.

We also support clients in delivering planting programs that align with broader urban forestry objectives, ensuring species selection and site planning contribute to long-term canopy outcomes.

## OUR TREE PLANTING SERVICES INCLUDE

- ▶ Tree planting
- ▶ Tree selection
- ▶ Location selection
- ▶ Establishment Program
- ▶ Project assessment





# Arboriculture & Urban Forest Management

WGS' dedicated tree management team has been delivering specialised arboricultural services for over ten years. We have built long-term relationships with our clients through a practical, responsive approach and consistent delivery across a wide range of environments.

Our team includes highly experienced arborists, skilled climbers and machinery operators, supported by a fleet of specialised equipment including elevated work platforms (EWPs), woodchippers, stump grinders, excavators and cranes. Our works are led by in-house experts, with trusted subcontractors engaged where required to support peak demand, large-scale programs and emergency response following weather events.

Beyond individual tree works, WGS supports clients in managing their urban forest as a whole. This includes tree assessments, data capture and reporting to track condition and lifecycle, along with ongoing pruning and maintenance programs, removals and renewal planning to ensure long-term sustainability and alignment with canopy targets.





## OUR TREE MANAGEMENT SERVICES INCLUDE

- ▶ Tree assessments, data capture and reporting
- ▶ Urban forest planning and lifecycle management
- ▶ Directional, selective and formative pruning
- ▶ Dead-wooding and hazard reduction
- ▶ Palm maintenance (frond and seed pod removal)
- ▶ Complete tree removals (climber, EWP or crane)
- ▶ Stump grinding
- ▶ Works in hazardous or constrained environments
- ▶ Council applications and approvals





# Landscape Construction

Our Landscape Construction team is experienced in working with Government Departments, strata communities, commercial sites and large estates. We provide high-quality, on-time delivery of landscaping elements. Our professional approach to meeting deadlines and milestones, facilitates timely and efficient project completion.

## OUR LANDSCAPE CONSTRUCTION TEAM IS RESPONSIBLE FOR:

- ▶ Complete landscape construction
- ▶ Interpreting architectural plans
- ▶ Excavation
- ▶ Concreting
- ▶ Paving
- ▶ Retaining walls
- ▶ Pergolas
- ▶ Fencing
- ▶ Water features
- ▶ Garden beds
- ▶ Turf areas
- ▶ Planting
- ▶ Mulching
- ▶ Timber decks and screens
- ▶ Advanced tree installation & establishment



# Industrial and Commercial Cleaning

At WGS we're proud to provide Industrial and Commercial Cleaning Services, caring for properties right across Sydney, the South Coast and beyond, including commercial facilities, industrial sites and town centres. Our highly professional team are dedicated to delivering a consistently high standard with exceptional customer service across every site.

Upon commencement of a new contract we provide extra supervision during the initial 3 months to ensure a seamless transition and best in class service. On an ongoing basis our management team provide supervision and communication, meeting with staff and site management to ensure we over-deliver across all of your properties through Standard Cleans, Deep Cleans and additional site-specific services.

## STANDARD CLEAN

We provide a professional clean to a consistently high standard, removing grime, dust, cobwebs and mess across common areas as well as utility spaces. Our experienced team use professional equipment and safe, commercial grade cleaning and disinfectant products to thoroughly clean sites right across Sydney, the South Coast and beyond, ensuring spaces are always well presented for your clients, their visitors, staff and guests.

## DEEP CLEAN

At WGS we also provide Deep Cleans, caring for your property as if it was our own. Designed to restore common areas, staff and visitor's spaces to a pristine condition after a client change, viral outbreak, or specific incident. Our specialist cleaning team works to best practice deep cleaning standards to ensure your property is hygienic, safe and clean.



# Our Team

Led by Founder and CEO Geoff Timpson, WGS employs a team of more than 100 professional qualified horticulturalists, arborists, greenkeepers, bush regenerators, landscape tradespeople, cleaners and trained field staff. From our Senior Management team to Apprentices, every member of the WGS team brings their own invaluable experience, knowledge, skills and qualifications to their role.

With a strong focus on availability and transparency, we provide full-time, on-site supervision and project management for all our services. Central to developing strong client relationships is maintaining access to our senior management team. Our projects are led by experienced in-house teams, supported by trusted specialist subcontractors when required to meet peak demand and project needs. All works are managed and audited by our leadership team, ensuring consistent quality, accountability, and timely delivery.

At WGS, we understand that you are giving us access to your property, and we place the highest priority on ensuring its safety and security. Every member of our team has passed rigorous police checks and will be professionally presented, in uniform, at all times.

## WORK HEALTH AND SAFETY

As part of our commitment to safety, we have developed a program of Work Health and Safety (WHS) activities. These programs include training and education, workplace design and standard procedures, safety rules and disciplinary procedures, work method statements and provisions for change, and workplace inspections. We provide all WHS equipment, as well as Material Safety Data Sheets (MSDS) for chemicals used. In addition, we have in place mechanisms for reporting and recording any incidents, injuries or illnesses. To gain an understanding of any site-specific WHS issues, we undertake an initial site inspection, which is attended by all WGS staff assigned to work on the project.



Waratah is CM3 and Conserve certified and has been awarded ISO 9001 Certification for Landscape Maintenance (including Cleaning), Landscape Construction and Arboriculture Services. We're also ISO 14001 in recognition of our effective environmental management systems and ISO 45001 accredited in OH&S.

“Proud to care for your property”





# Recent Works

WGS is an Australian-owned company which has been meeting and exceeding our client's expectations for over 25 years. We have provided Landscape Maintenance, Tree Planting, Arboriculture Services, Construction and Cleaning experience to thousands of clients across diverse sectors. Waratah Group Services has a range of ongoing public and private sector contracts, summarised below.

## LANDSCAPE MAINTENANCE

**Sutherland Shire Council** – 3 dedicated full-time teams, maintaining 750 assets for the council.

**Macquarie Links Estate** – Is a gated community of over 400 homes, WGS have a dedicated team of 4 full-time Greenkeepers, Horticulturalists and apprentices, maintaining over 15 acres of community area parks, gardens and Flora fauna reserves.

**Norman Estates, Gledswood Hills** – 3 full time staff, maintaining the high end turf and garden landscapes within the Greg Norman designed estate at Gledswood Hills.

**ADR Management** - Harrington Grove Estate, Harrington Park – 7 full time staff maintaining 3 high end club facilities, as well as parks and entry statements through the Harrington Grove Precinct. Works include maintenance of pools and hard and soft landscapes.

**Camden Council** – Landscape maintenance of Narellan Sports Hub as well as Sports field maintenance.

**Campbelltown Council** – Mowing and maintenance of parks, laneways and other assets across LGA.

**Shoalhaven Council** – Mowing and maintenance of parks and other assets across LGA.

**Canada Bay Council** – Mowing and maintenance of Concord Oval.

**Powerhouse Museums (including Observatory)** – Maintenance of landscaped areas across each site.

**Goodman** - Landscape Maintenance of a number of large scale industrial properties throughout south-west Sydney, management of all turf and gardens within estates.

**National Parks and Wildlife** - Mowing, brush cutting and APZ maintenance within a number of sites through the Northern Sydney Corridor, including Lane Cove and Ku Ring Gai National Parks.

**Salvation Army** - Landscape Maintenance of a number of Aged Care facilities throughout Sydney and Southern NSW. Works include both Landscape Maintenance and Construction works.

**City West Housing** - Cleaning and Landscape Maintenance of a number of large residential apartment complexes within the Sydney CBD. Works include cleaning of common areas within the properties.

**Link Wentworth** - Landscape Maintenance and Cleaning of common properties throughout Western Sydney and Blue Mountains. Properties range from single storey homes to large residential apartment blocks.

## ARBORICULTURE SERVICES

**Bayside Council** – Teams performing regular pruning and removal programs as well as emergency works across the LGA.

**Campbelltown Council** – Teams performing regular pruning and removal programs as well as quarterly emergency works across the LGA.

**Canada Bay Council** – Teams performing regular pruning and removal programs as well as emergency works across the LGA.

**Inner West Council** – Teams performing regular pruning and removal programs across the LGA.

**Strathfield Council** – Teams performing regular pruning and removal programs across the LGA.

**Link Wentworth Community Housing** – Tree reporting, including obtaining tree permits, as well as teams performing pruning and removals across their portfolio of properties across Sydney.

**Defence Housing Australia** – Tree reporting, including applying for tree permits, as well as teams performing pruning and removals across their portfolio of properties across Sydney.

**Powerhouse Museum** – Tree reporting, including applying for tree permits, as well as teams performing pruning and removals.

**Strata/Facility Managers** – Tree reporting, including applying for tree permits, as well as teams performing pruning and removals across their portfolio of properties across Sydney.



## TREE PLANTING

**Randwick Council** – Completion of over 2,000 trees for the Greening our City grant.

**Inner West Council** – Street tree and microforest planting programs with ongoing maintenance.

**Sydney Metro** – Planting of over 2,000 street trees as offset for light rail construction works.

**Sutherland Shire Council** – Street, park and town centre tree planting programs with 12-month maintenance service.

**Centennial Parklands** – Installation of advanced 2,000ltr entry statement tree specimens and 150x 400ltr advanced trees throughout the parklands with included 6 months establishment service.

**Canada Bay Council** – Completion of 700 street tree and parkland specimen trees with included 12-month establishment service.

**Camden Council** – Ongoing street tree planting through the council area, construction of 4x microforest sites including planting and post planting maintenance periods.

**Liverpool City Council** – Urban Forest Strategy Tree Planting in Liverpool CBD.

**Canterbury Bankstown Council** – Memorial tree planting, town centre tree replacement and street tree planting with post planting maintenance.

**Campbelltown City Council** – Cover up Campbelltown Street, tree planting programs with posts planting maintenance.

## LANDSCAPE CONSTRUCTION

**Sutherland Shire Council, Barden Ridge & Gymea** - Renew children's playground.

**Campbelltown City Council, Seddon, Kennett and Bob Prenter Parks** – Softscape and hardscape landscaping, including garden upgrades.

**City of Parramatta Council** – Parramatta Light Rail offset garden upgrade and planting works.

**Strathfield Council** – The Crescent, Homebush bike path upgrade.

**Defence Housing Australia** – Fence & gate replacements, hardscape & softscape upgrades.

**Strata/Facility Managers** – Garden upgrades, retaining wall replacements, mulching works.

**Salvation Army (Balmain)** – External Landscaping on their Montrose Aged Care Facility, including demolition, hardscapes, softscapes and pergola construction for multiple courtyards.

**Sydney Olympic Park** – Construction of a frog pond and a bird-proof enclosure in the Brickpit.

**Sydney Olympic Park** – Construction of a bird-proof enclosure over the ponds at Kronos Hill.



# What our clients say...

*I would have absolutely no hesitation in recommending Waratah Group Services for any future projects.*

Residential Estate Manager

*The key factors to the success of the long term relationship, is the high level of communication and reporting from onsite staff and the WGS Management Team.*

Estate Manager, Macquarie Links Estate

*You have done yourselves proud by sending us professional, outstanding workers to care for this property.*

Community Housing Manager

*WGS have a proven track record of completing works on time and on budget over the past 10 years.*

Project Manager, Government

*We always find all staff members to be proactive and to consider what is best for the long term benefit of the Estate and it's residents. WGS has a flexible attitude towards all aspects of the required works, another key factor to the success of the project is the high communication channels through all aspects of the organisation... we constantly receive compliments on how the estate now looks.*

Estate Manager, Macquarie Links Estate





# WARATAH GROUP SERVICES

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*"We're Proud to Care for Your Property"*

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