



**CROWN**  
**CONSTRUCTION COMPANY**

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# OVERVIEW

At Crown Construction Company, we are dedicated to providing the highest standard of construction and labour hire services to commercial, industrial and government clients on long-term and short-term projects across Victoria.

Since our establishment, we have been perfecting our processes and systems. These make it possible to offer our customers reliable and consistent construction and labour hire services.

Our directors have over 25 years of combined experience in engineering and construction – including hiring, training and managing construction staff – and understand what it takes to provide first-rate services. The combination of our construction management and human resources expertise and proven systems and procedures are the core of our success.

Our quality assurance program creates strong communication links between our managers, tradespeople, labourers, and our customers. Systems, procedures and staff supervision ensure that each job is completed safely and following detailed specifications.



Our rigorous staff recruitment process means that we find the most skilled and right people for each job. Only people with the right skills and personal attributes are selected to work at Crown Construction.

Comprehensive training enables new and existing staff to gain the skills and knowledge to deliver quality results safely and effectively. We keep committed team members by recognising their contributions, providing incentives for quality work and creating a positive work environment.

Safety and security are an essential element of our services. Our permanent, temporary and contract staff are trained to comply with OHS regulations and follow safety procedures. We use new equipment which is safety tested and tagged. Customised uniforms and badges identify our staff members. In-depth work history and personal background checks during the recruitment process ensure increased security.

We invite you to contact us to discuss your construction and labour hire requirements.

Thank you for considering Crown Construction.



# OUR SERVICES

At Crown Construction, we offer a comprehensive range of construction and labour hire services.

## LABOUR HIRE

Our labour hire services are backed by our experience managing civil, commercial and residential building projects.

We work closely with our clients to understand the requirements of each project in detail and match these needs with workforce solutions to ensure successful completion.

We offer trades and labour from our database of highly skilled and experienced workers for both short and long-term needs.

### THESE INCLUDE:

- Foreman and supervisors
- Plant operators
- Skilled labourers
- Trades assistants
- Concrete workers
- Dogmen
- Riggers
- Pipelayers
- Machine operators
- Pre-cast concrete fabricators
- Steel fixers
- Traffic managers
- Security staff
- Site cleaners
- Demolition crew
- Site managers.

With in-depth knowledge and experience, we understand industry challenges and know how to screen and recruit the right people to contribute to project success. All trades and labourers we supply have proven competence and comply fully with industry standards.



## CONSTRUCTION SERVICES

In addition to labour hire services, we offer a range of construction services. We are committed to playing a part in delivering projects on time, within budget and to each client's quality, safety, and environmentally specified requirements. Our experienced professionals have shared values and work under a strong company structure.

We take pride in our work, and our goal on any project is to achieve 'win-win' outcomes for our clients, employee, the community and other stakeholders through a genuine dedication to safe, sustainable and responsible operations.

Our construction services cover the entire construction process, including:

- Supplying and installing temporary fencing
- Protecting assets
- Concreting
- Plumbing
- Providing and delivering hire toilets
- Erecting hoardings and overheads and creating site pathways.





# SAFETY AND ENVIRONMENTAL POLICY

To maximise safety and environmental outcomes, Crown Construction is committed to:

Methodically providing our services and setting measurable goals and targets. This is the basis for continually improving our performance in satisfying customers and protecting our employees and the environment.

Making every effort to ensure that no person is injured by our operations.

Preventing problems rather than correcting them after they occur.

Supplying the appropriate clothing and equipment for all tasks for safe operations

Complying with all relevant environmental and OHS regulations and any other requirements we have agreed with our customers or imposed on ourselves.

Endeavouring to prevent pollution of our environment, reusing, recycling or recovering the maximum amount of resources used to provide our services.

Providing OHS training to all personnel.

Promoting a culture of safety awareness throughout the company.

Our OHS manager and supervisors implement our Health and Safety Policy statement, which, in summary, states:

**01**

The health and safety of our employees is our prime consideration.

**02**

Health and safety shall be actively considered in the planning and execution of every task.

**03**

Appropriate facilities, equipment, education and training will be provided to ensure the health and safety of our people.



# QUALITY CONTROL AND SUPERVISION

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We start by ensuring that we understand our customers' needs and only make commitments we can meet. Before providing our services, we consult with clients to develop a tailored work program that considers all the project requirements.

To fulfil these requirements, detailed job specifications are provided to tradespersons or labourers. In addition, regular inspections are conducted to ensure our highest standards are being met.



## STAFF RECRUITMENT AND RETENTION

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The right systems, procedures and equipment are meaningless without suitable personnel. Our recruitment process has been developed to select people with the skills and personal attributes required to meet our quality objectives while providing courteous service.

References are thoroughly checked to ensure that applicants are suitable and share our customer service vision. When required, medical fitness checks are performed to determine fitness standards.

Staff turnover is a common issue in construction services. Experienced and satisfied employees are essential for providing quality services. Our retention program reduces staff turnover. We acknowledge and reward our personnel for their efforts while providing a positive work environment.



## TRAINING AND DEVELOPMENT

Crown Construction appreciates the role training plays in the achievement of exceptional outcomes. Our training objectives are to:

Provide trainees with adequate skills and knowledge to perform their duties in a variety of operational environments

Enhance the performance of personnel with experience in the construction industry

Familiarise and reinforce basic OH&S rules for construction environments.

Our high contract renewal rate is a tangible result of the effectiveness of our training programs.

## SECURITY

Along with our construction and labour hire services, we provide an absolute assurance of security. This begins with our careful recruitment process in which the backgrounds and work histories of all applicants are thoroughly checked. Our personnel always carry photo identification when working and are easily identifiable.

## EQUAL OPPORTUNITY

We are dedicated to creating an inclusive workplace where all staff are valued and respected. By creating an inclusive culture, we attract, retain and motivate high-performing staff from the most extensive available talent pool. Having diverse and inclusive teams improves our ability to solve problems, innovate and make better decisions, resulting in better performance in providing labour hire and construction services.

## INSURANCE

Crown Construction carries all required insurances, including:

Public & Product  
Liability – up to  
**\$20M**  
for any single  
accident or  
event.

Workers  
Compensation –  
we comply with all  
legislation relating  
to workers  
compensation.

A copy of all policies will be provided on the commencement of any project.

# KEY PERSONNEL

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Crown Construction is led by Directors and co-founders Ragheed Albanna and Saif Aldabbagh, who have over 15 years of combined experience in construction.



## SAIF ALDABBAGH – DIRECTOR

Saif is an Engineer who manages projects to ensure they are delivered on time and within budget. In addition, he completes bills of quantities and price lists and manages HR functions, including screening and training new hires and creating and managing team schedules.

Saif started in the construction industry in 2005 and worked as a Site Engineer. He created shop drawings and as-built drawings for several buildings in the Middle East, including Rotana Hotels. He was a Site Manager for Chevron Petroleum refineries in the Middle East.

Since establishing Crown Construction Company in 2021, he has also managed client and vendor relationships.

Complementing his industry experience, Saif holds a Certificate IV and Diploma in Building & Construction and a Bachelor's Degree in Mechanical Engineering.

Outside of work, Saif enjoys participating in community groups and swimming.



## RAGHEED ALBANNA – DIRECTOR



Ragheed is a Civil Engineer responsible for project management to ensure they are delivered on time and within budget. He ensures compliance with OH&S policies and procedures and completes QA inspections. Ragheed also builds and manages relationships with clients, subcontractors and other stakeholders.

Joining the construction industry in 2018, Ragheed worked on several big build projects – such as MRPV and ERV. He transferred his skills to residential and commercial construction and founded Crown Construction Company in 2021.

In addition to hands-on industry experience, Ragheed holds a Bachelor's Degree in Civil Engineering and Infrastructure (Honours) from RMIT University and a Diploma in Building & Construction.

In his free time, Ragheed is active in his local community and enjoys playing table tennis and foosball.



## CONTACT

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Crown Construction Co.  
25 Mountleigh Circuit, Craigieburn



[crownconstructioncompany.ccc@gmail.com](mailto:crownconstructioncompany.ccc@gmail.com)



Mobile: 0452 193 050



ABN: 79 653 479 862