



OCTOBER TO DECEMBER 2025

THE SCT EXPRESS

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2025 Year End Message

As 2025 draws to a close, we can reflect on a year that, while presenting its share of challenges across the transport and logistics sector, has also been defined by opportunity, resilience and meaningful investment in the future of our business. Throughout the year, SCT has continued to strengthen its foundations, positioning the company for long-term growth while remaining focused on safety, service and productivity for our customers.

Key milestones include the opening of our Victorian rail maintenance facility earlier this year and the completion of our state-of-the-art temperature-controlled facility in Western Australia just a few months ago.



These significant investments reinforce our commitment to supporting our customers, improving network resilience, and driving productivity across our rail and logistics operations.

We were also proud to welcome CRE Solutions into the SCT Group following its acquisition. This integration brings dedicated mainland–Tasmania transport services into the SCT linehaul network, enhancing our national capability. It has been a pleasure to welcome the CRE staff and management into the SCT family and to see their expertise strengthen our collective offering.

Another highlight was celebrating the enduring 20-year partnership for bulk sugar haulage with Sunshine Sugar, along with the extension of this relationship for a further term. This milestone reflects the trust, collaboration and operational excellence that underpin our long-standing customer partnerships.

Recognition of our people remained a central focus in 2025. We celebrated our Going the Extra Mile award recipients for their outstanding contributions, while an impressive 71 employees reached years-of-service milestones ranging from 10 to 30 years. This is a testament to the loyalty, experience and commitment within our workforce.

The year also marked the retirement of several long-serving team members who have made profound contributions to SCT over many years. We extend our sincere thanks and best wishes to Don Axup, Frank Woods and Eddie Davies as they enjoy their well-earned retirements.

Alongside these milestones, we saw a number of internal promotions, the appointment of new leaders, and the arrival of new team members across the business. It is encouraging to see our people grow and progress, and we extend a warm welcome to those who have joined the SCT family this year.

Looking ahead to 2026, we will regroup and approach the year with fresh perspective, renewed focus and clear improvement objectives as we continue to build on the strong platform established in 2025.

On behalf of the business, I wish all our staff, partners and their families a very safe, happy and Merry Christmas.



ACIT Group Australia

Our broad capabilities are reflected in the diversity and calibre of our customers, including several key logistics partners. One standout example is ACIT Group, an Australian-owned logistics business with a significant footprint across Brisbane, Sydney, Melbourne, Perth, and international operations in New Zealand and Hawaii.

ACIT specialises in cold storage and refrigerated transport for the food industry. However, what sets them apart is their extended offering across import/export, product sourcing, and wholesale food distribution, giving them a unique end-to-end capability within the cold chain ecosystem.



Having ACIT Group as a guest at the recent opening of our WA Refrigeration Facility was particularly meaningful because they are strongly aligned with our shared strategy of enhancing service delivery for customers through greater efficiency, reliability, cold-chain integrity, cost control in the Western Australian market.

ACIT Director, Frank Casamento, shared his excitement about the partnership, noting:

“We are thrilled to be working with SCT and utilising their state-of-the-art facility. Their intermodal and refrigerated network aligns perfectly with ACIT’s mission to drive continued growth within the region and deliver premium food logistics with speed, safety, and sustainability.”

ACIT’s customers frequently credit the company as a high-value extension of their operations, thanks to its streamlined logistical processes, smart technology, and ability to navigate the complexities of cold-chain supply with strong intermodal connectivity. This has allowed many of their clients to focus on their core business instead of investing in their own storage and distribution infrastructure, unlocking scalability and reducing operational costs.

SCT Logistics is proud to serve as ACIT’s cold-storage and logistics partner in a relationship that is fast becoming a crucial component in enhancing national cold-chain services for food producers and distributors across Australia.



WA Facility Opening Event

On 15 October, SCT Logistics marked a major milestone with the official opening of our newest temperature-controlled cross-dock and storage facility at Forrestfield—a \$45 million investment designed to strengthen Western Australia’s supply chain security for decades to come. More than a building, this site represents resilience, innovation, and SCT’s unwavering commitment to keeping essential goods moving to WA, no matter the challenge.



The Hon. Rita Saffioti, Deputy Premier and Minister for Transport, officiated the opening, underscoring the critical role this facility plays in Western Australia’s supply chain strategy.

“This state-of-the-art facility, positioned with rail access at its doorstep, creates a buffer against future disruptions on the east–west corridor,” noted SCT Managing Director Geoff Smith. “It’s equipped with advanced logistics technology that allows us to adapt quickly to market demands and maintain stock security, even in the face of unpredictable supply interruptions.”

Minister Saffioti echoed the significance of the investment:

“Projects like this strengthen WA’s resilience and ensure consumers are protected from shortages like those seen in 2022. They also support more than 100 WA businesses by boosting efficiency, lowering operating costs, and improving connectivity to the eastern states.”

This project reinforces a partnership between SCT and WA that spans almost five decades. Since launching WA operations in 1975 and establishing the Forrestfield Intermodal Hub in 1999, SCT has invested over \$500 million in infrastructure and dedicated rolling stock to support the state.

Today, SCT transports more than five million tonnes of freight across Australia each year, including around 40% of WA’s fast-moving consumer goods into food and retail markets.

In addition to operational efficiencies, the new facility contributes meaningfully to State and national decarbonisation goals by making rail freight an even more compelling choice.

SCT’s rail services already remove 73,000 truck movements through Perth and across the Nullarbor annually.



Achievements

Years of Service

Congratulations to the staff who reached significant years of service milestones, and achieved certificates and awards. Thank you to everyone for your dedication and passion over the years.

10 Years

Wayne Fardell
Robert Frederiksen
Peter Iese
Drew Mitchell
Lee Baxter
Con Papas
Robert Curtis
Charlie Camilleri
Michael Read
Daniel Farrell

15 Years

Andrew Davies
Rocco De Pietro
Sabastiano Gadaleta
Ryan Bickle
Geoffrey Thamm

20 Years

Donald Axup
Cindy Pappas
Ryan Jenkins

30 Years

David Mcguirk



Wayne Fardell - 10 year Anniversary

Retirements



Don Axup



Frank Woods

Don Axup devoted 20 years of his professional career to SCT Logistics, serving as our in-house legal counsel and providing trusted guidance through periods of significant growth and complexity. His contribution extended to 10 years as a highly valued Board member and Director, where his insight and steady counsel helped shape the governance and strategic direction of the business. We wish Don an enjoyable retirement, with more time to spend with his family, and of course, the opportunity to further refine his golf swing.

Frank joined SCT 23 years ago on what was intended to be a short-term contract, one that ultimately became a defining chapter in the company's history. His enduring legacy lives on through what is affectionately known as "Frankware," the systems and processes he built that remain deeply embedded in SCT's IT foundations.

Eddie Davies began his SCT journey as a truck driver and progressed through several significant operational roles, ultimately culminating in a senior rail management position. Over more than 30 years with SCT, Eddie developed deep knowledge and played a vital role in our rail operations. His long-standing commitment and contributions have left an indelible mark on the company.

We wish them all well in their well-earned retirements.

2025 GEM Award Winners

This year, we received an impressive 18 nominations, which were carefully reviewed and whittled down to 11 outstanding winners. Each recipient was selected for their consistent delivery in their respective categories and for the values they demonstrated throughout the year, earning unanimous endorsement from the committee. From staff such as Mark Anderson, who played a pivotal role in the Sugar contract negotiation, to Zachary McDonald who has just been promoted to Barnawartha State Manager. We also have the remarkable representation of female winners, a testament to their contribution to SCT's success and the strength of our commitment to diversity.

The calibre of our exceptional female winners shone through in the presenters' speeches. Winners like Jodie Franks, whose teamwork proved invaluable during flooding-related challenges in one of our states, to Amanda White, who is no stranger to going above and beyond, as demonstrated in her previous part in a two-woman fundraising campaign for Prostate Cancer awareness in support of our male colleagues. We also extend a special mention to Dianne Zammit, who celebrated her birthday on the same day as the awards.



Mark Anderson – Mechanic
, NSW Sugar
Contribution to Business



Dianne Zammit – Finance
Manager , Head Office
Contribution to Business



Robert Curtis – Driver ,
Bromelton
Contribution to Business



Amanda White – Customer
Service Manager , SA
Excellence in Service



Paula Romeo – Rail
Operations Coordinator ,
SA Rail
Contribution to Business



Naomi Ludloff – Delivery
Coordinator , VIC Rail
Excellence in Service



Trinh Nguyen – Operations
Clerk , VIC
Contribution to Business



Mena Govalan – P&C Business Partner
, VIC Rail & Head Office
Contribution to Business



Zachary McDonald



Jeremiah Madden



Bianca Perso

Excellence in Service

Contribution to Business

Ashleigh Haining
Jane Carpio
Jodie Franks
Trudie Hollever

Excellence in Service

Jodie Franks– Freight &
Customer Service
Supervisor , VIC

Congratulations to the Nominees

- Chris Schembri, Shift Manager, NSW
- Lee Herzog, Track Inspector, SA Rail
- Mark Pitcher, Refrigeration Manager, WA
- Megan Pearson, Fleet Controller, WA
- Faith Simmons, Admin Assistant, NSW
- Nicole Trotman, Transport Supervisor, WA
- Marina Sagovac, Management Accountant, NSW

New State Manager Appointments

With new challenges, opportunities, and seasons come new pathways for our people to grow into roles that help steer SCT in the right direction and keep us on track. We are proud to announce a number of new leadership appointments across our states, appointments made even more meaningful because they come from within. Congratulations to the dedicated team members stepping into these roles as part of our newest crop of SCT leaders.



Zachary McDonald - Branch Manager , Barnawartha

Zachary has been a valued member of the Barnawartha branch for the past seven years, contributing across a range of roles, most notably within the Operations Administration team. Over this time, he has built a reputation for reliability, depth of experience, and a leadership style that strengthens every part of the branch's operations. His growth within SCT reflects not only his capability, but also his commitment to supporting his colleagues and helping the branch thrive.



Jayson Hopkins - State Manager , NSW

When a critical gap emerged, Jayson stepped in, lifting the team with professionalism and capability. Since taking on operations and managing our customer portfolio, he has delivered stability and consistent excellence. Jayson continues to demonstrate strong leadership and a commitment to safety, service quality, and commercial performance, adding real value when it matters most.



Zach Cohen - Branch Manager , CRE Solutions

For 13 years, Zach has brought deep operational expertise and exceptional customer service to CRE Solutions. His professionalism, problem-solving ability, and commitment to excellence have made him a trusted leader within the business. In his new role, he will be leading operations across Victoria and Tasmania while shaping the strategic direction of our Trans Bass operations, ensuring we continue to deliver the highest standards of safety, service, and efficiency.



Bathurst 1000

Once again, Australian motorsport enthusiasts gathered at Mount Panorama Circuit (Wahluu) in Bathurst, New South Wales, for what is dubbed "The Great Race." This event, lasting approximately six hours and covering a distance of 1,000 kilometers, is considered the pinnacle of Australian motorsport.

The race has earned a reputation as the ultimate test of driver skill, teamwork, endurance, and durability. These are qualities that we at SCT strive for in our daily operations.

Described as a pilgrimage of thousands of spectators, the event fosters a culture of excitement and community, making it one of the most quintessentially Australian sports.

Our very own SCT Logistics-branded entry participated, as it has in previous years. The #12 car was co-driven by Jaxon Evans and Jack Smith.

We take part in this event and in motor racing because it allows us to showcase our brand to the thousands of fans who represent the end consumers of the products we transport nationally for our customers. It's a way for us to connect with fans, some of whom are our own staff, who share the values of teamwork and passion that we uphold internally every day.

One of those fans is Trudie Varcoe, SCT Rail Operations Manager in NSW. She shared pictures of her, enjoying a once in a lifetime, front row seat to the action in the pits alongside the drivers and crew.

Thank you, Trudie, for sharing your experience with your family.



QMetrix Case Study

We recently published a case study video on LinkedIn showcasing our finance team, with insights from SCT Group Finance and Commercial Manager, Adrian Pasa. His team worked in conjunction with QMetrix to bring about improvement in an area that plays a crucial role in the optimal operation of the organisation.



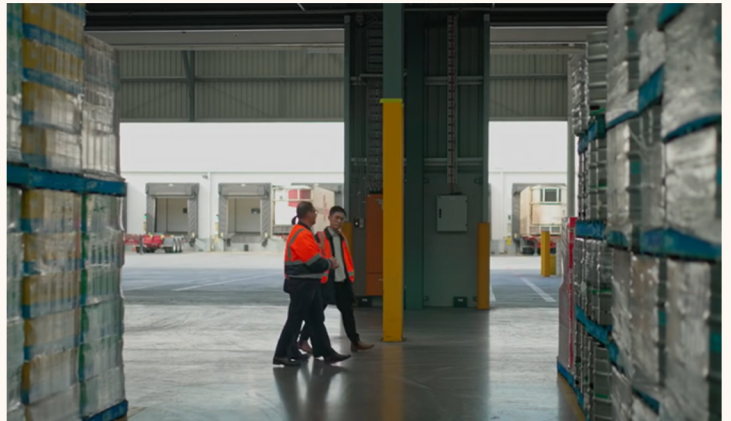
QMetrix, a performance management and analytics consultancy, specialises in helping organisations transition from spreadsheet-driven budgeting to more advanced technology solutions through platforms like Workday Adaptive. They serve a diverse clientele across various industries, including logistics, utilities, aged care, legal, mining, healthcare, and manufacturing.

As Australia's largest private integrated logistics company, the end to end management of our operational assets and freight logistics across a national footprint creates scale that brings opportunity, but it also brings complexity. A complexity that resulted in the QMetrix project with SCT being featured as their flagship example of planning transformation in complex, asset-heavy operations.

With our network growth and rising customer expectations, it became clear that our traditional spreadsheet-based budgeting and forecasting processes, which had led to long, manual budget seasons, were not sustainable. We wanted our finance function to spend less time wrestling with spreadsheets and more time supporting the business with insights.

After evaluating several planning tools, we ultimately selected Workday Adaptive Planning as our strategic financial planning and analysis (FP&A) platform and chose QMetrix as our implementation partner. Their successful track record of over 100 implementations across Australia and the broader APAC region, and recognition as the APAC Workday Adaptive Planning Partner of the Year in both 2024 and 2025, made QMetrix the right choice. Within the first year following implementation, we reduced our budget and forecasting cycle by approximately two weeks, a process that was refined and streamlined further in the second year. This efficiency has allowed our team to focus more on profit improvement and business partnering rather than on manual processes.

Our partnership with QMetrix and Workday Adaptive Planning is an example of how SCT is investing behind the scenes to keep Australian freight on the right track, today and into the future.



AusRail Plus Panel : 25-28 November 2025

AusRAIL PLUS is the national conference and exhibition of the Australasian Railway Association and the largest rail industry event in Asia-Pacific. The event provides a unique platform for experts to engage in open discussions, share challenges, identify trends, and exchange innovative ideas to advance the industry. The involvement of policymakers, operators, suppliers, and industry specialists fosters meaningful dialogue and learning, ultimately guiding the future direction of rail projects and investments across the region.

This year's instalment took place from 25th to 28th November and was held at the Melbourne Convention and Exhibition Centre.



As with all previous gatherings, the event, which is over 20 years in existence, aimed to unite the rail sector and supply chain industries. This year's key areas of focus included digital transformation, decarbonisation and sustainability, enhancing supply chain resilience, and promoting growth in rail freight.

SCT Managing Director Geoff Smith's participation on a key industry panel reflected both SCT's longstanding role in the sector and Geoff Smith's broader leadership as Chair of the Freight on Rail Group (FORG).

During the panel, Geoff outlined the key challenges and opportunities facing Australia's freight rail sector. He highlighted the growing cost imbalance between rail and road, noting a 40% shift in disadvantage to rail over the past decade. Rising costs, driven in part by cumulative government policies, often make rail a harder choice for companies striving to meet their ESG commitments. Geoff reiterated that industry is not seeking preferential treatment, but a fairer operating environment that recognises rail's true value.

He also addressed the disproportionate effect of the Federal Safeguard Mechanism, with 65% of rail freight by volume penalised under the scheme compared with less than 1% for road. Given rail's significantly lower emissions profile, Geoff noted that this imbalance undermines national decarbonisation efforts. FORG is now working closely with government to explore how carbon credits and policy adjustments could support, rather than hinder, the growth of rail freight.

Geoff further emphasised the need for greater alignment across state freight strategies, from regulatory consistency to faster project approvals and better coordination with national standards. These improvements, he said, are essential for enabling rail to compete more effectively with high-productivity road vehicles. He closed with a clear message: the future success of Australia's rail freight sector hinges on supportive government policy, and industry is ready to lead in shaping and delivering the right outcomes. His contribution echoed the pragmatic optimism felt throughout the event, a shared belief that rail can and should play a much larger role in Australia's freight future.

For SCT Logistics, AusRAIL PLUS was more than a conference; it was a valuable opportunity to stand alongside industry peers, showcase our commitment to rail capability, listen to customers and partners, and bring fresh thinking back into our terminals, depots, and offices. The conversations held in Melbourne this year will continue to influence how we strengthen our service offering and contribute to the growth of the industry.

Railway Digest - November 2025

News

Deal signed in China to build more tram parts in Victoria

A greater number of the components for Melbourne's new G Class trams will be built in Victoria thanks to a recently established partnership between Victorian company Assemco and KN, China's biggest manufacturer of train and tram interior fittings.

Based in the eastern Melbourne suburb of Croydon South, Assemco employs 115 people and provides a range of outsourced services and logistics for various sectors, especially the heavy truck and transportation industry. These services include custom assembly, product development, and manufacturing.

KN is listed on the Shanghai Stock Exchange and has China's biggest market share in the manufacturing of doors, fittings and other interior components of rolling stock.

Victorian Premier Jacinta Allan joined Assemco representatives in Shanghai on Wednesday 17 September for the signing of a Memorandum of Understanding with KN that will invest more skills and technology into Victoria's train manufacturing sector and its supply chain.

The deal supports the transfer of ceiling panel assembly on the new G Class trams to Victoria. Under the agreement, Assemco will acquire the knowledge and expertise required to take over the assembling, testing and painting of the panels - building a skill base that can be applied to other tram components in Australia.

The deal was signed during a visit by a delegation of Victorian manufacturers led by Alstom Australia and New Zealand. The delegation - supported by the Victorian government - also included Copamate, New Touch Industries, and Catten Industries.

The government's \$1.85 billion investment to build 100 new low-floor G Class trams at Alstom's Dandenong factory - and a new maintenance and stabling facility in Mordialloc, in Melbourne's west - has been touted as the biggest investment in trams in Australian history.

"We're building 100 new trams in Victoria, and now the manufacturing superpower of the world is sharing their skills with us," the Victorian Premier said in Shanghai.



Above and facing (top): On Sunday 21 September, SCT's MP9 from Melbourne rapidly passed the Moorabool Loop, located approximately 9kms west of North Shore station on the Victorian standard gauge Western line, with SCT009, CSR009, and CSR002. James Chuang


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RAILWAY DIGEST

November 2025

Railway DIGEST

**2025 Rail Industry Awards
PLUS Railway 200**



**Louis Wong, TfNSW Network Assurance Lead
Easter on the Narrow Gauge, 1962
Bridges added to Adelaide's Glenelg Line
Restoring Australia's oldest station building**

Published online in the Railway Digest November 2025

Our locos made an appearance in the November issue of Railway Digest.

Although the article focused on Victoria's new tram-manufacturing partnership, the inclusion of SCT locomotives in the imagery is a timely reminder of our role in Australia's broader rail and manufacturing landscape. As local production of G Class tram components expands, projects like this rely on the strength of national freight operators to move materials, parts, and equipment efficiently across the country. SCT's network, reliability, and long-standing support of the transport and heavy-industry sectors remain an essential part of the supply chain that underpins initiatives just like this one.

Safety Campaign 2026 - Safety at every STOP

Sneak Peek New Safety Campaign coming February 2026

"Safety at every stop", the new SCT safety culture program designed to create an environment where the health, safety and wellbeing of our team is embedded as a key priority. Safety is number one on our spirit values and this program will realign to put health and safety in the forefront of all employee's minds, everyday actions and decisions. We are creating a vision of all employee care where safety is a priority in everything we do.

