



- **1 External Presentation - Nugrow Operations and Facility Upgrade Project Briefing**
  - Attachment 1 Nugrow Attendee Profiles ..... 3
  - Attachment 2 NuGrow Presentation to Ipswich City Council 1 February 2022 ..... 5
  
- **2 Waste Levy and Waste Levy Rebate and Waste Infrastructure Update**
  - Attachment 1 Qld State Government Media Release 11 December 2021 ..... 23

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## Key Management Executive Profiles

### Roy Wilson | Founder, Managing Director

Roy founded the businesses that would become NuGrow in the early 2000's with a team of two. He built NuGrow to the business we know today which has 55 employees, three operational sites a fourth on the way and is ready to support Queensland to tackle the state's waste challenges.

Roy began his career in quarrying as a machinery operator and has a passion for equipment, vehicles and machinery. He has over 40 years' experience in quarrying, environmental and earth moving services. His focus for the last 20 years has been on developing and promoting the uses of compost in agriculture, civil infrastructure and landscaping industries. Roy's experience in earthmoving and quarrying allows for similar practices to be used and improved in NuGrow's policy and processes. Roy has developed the NuGrow business since its inception and holds significant hands on experience with all NuGrow processes as well as vehicles, plant and machinery utilised by the Group. Roy's depth of experience in the organic processing, waste management and composting sectors and innovative approach has led him to build the largest commercial composting company in Queensland. Roy is renowned within the waste management community and government sectors alike, holding many deep and long lasting relationships with leaders of business and government.

In 2016 Roy was a finalist for the Ernst & Young – Entrepreneur of the Year, and in 2017 was recognised for his contribution to the community, being named as a Paul Harris Fellow by the Rotary Foundation.

### Dr Sarah Kelly, OAM | Chairperson, Non-Executive Director

Serving on a range of corporate, government and not-for-profit boards, across a variety of sectors since 2013, Sarah is a highly respected and accomplished business leader, company director and associate professor in law and marketing at the University of Queensland ("UQ"). She has over 30 years of commercial experience, including as a commercial lawyer, strategy consultant and globally known researcher. Sarah currently serves as a non-executive director on several boards, including as Deputy Chair of the Brisbane Lions Australian Football Club, Deputy Chair of Tourism and Events Queensland and ASX-listed company Australian Family Lawyers. Sarah has led a sports technology accelerator in partnership with the Queensland Government and UQ and continues to mentor scaling technology companies. She is a member of the Consular Corps and is the Queensland Chapter Leader for the Minerva Network, a national social enterprise concerned with providing mentoring by c-suite women to professional sportswomen. In 2021, Sarah was awarded an Order of Australia Medal for service to tertiary education and sports administration. NuGrow was pleased to invite Sarah to join the board as Chairperson in January 2022.

Sarah holds a Bachelor of Commerce, Bachelor of Laws (Hons) and a Doctor of Philosophy – PhD, Marketing.

### Jonathan Pearce | Chief Executive Officer, Director

Jonathan joined the NuGrow team as a non-executive director in July 2020, after his family office – 300 North – made an equity investment into the group. 300 North operates under an investment mandate seeking 'new world infrastructure' opportunities, for which NuGrow fits well. In January 2021, Jonathan was subsequently appointed as CEO of NuGrow. Other notable investments by 300 North include technology start-up Village Energy, which aims to facilitate the equitable distribution of energy resources in regional areas of developing nations.

Prior to joining NuGrow and 300 North, Jonathan spent 12 years with the National Australia Bank working in Brisbane, Melbourne and Singapore. For the most part, Jonathan worked within NAB's Institutional Bank predominantly financing ASX 200 clients and equivalently sized private companies. Jonathan's clientele spanned a range of sectors including agriculture, fast food, food & beverage manufacturing, freight transport, mining, mining services, public utilities, public transport, travel and waste management. Jonathan managed a portfolio with upwards of \$3 billion in commitments, supporting financing activities for clients including mergers and acquisitions, corporate financing, domestic and international expansion with transactions typically ranging from \$100 million to \$500 million.

Jonathan holds a Bachelor of Business from Queensland University of Technology ("QUT"), Master of Applied Finance from Kaplan and a Master of Business Administration ("MBA") from QUT where he earned the Director's Award for high achievement.



### **Jacob Wilson | Chief Commercial Officer, Director**

Jacob Wilson joined NuGrow in 2011 and has held numerous roles as he has progressed through the ranks of the business. Currently, Jacob holds the Chief Commercial Officer role that oversees the sales function for both the organics recycling and beneficial reuse products. Jacob has played a leading role in winning, managing and retaining all existing council contracts during his tenure. Jacob is an executive director of the corporate group and provides support throughout the business to ensure that NuGrow is meeting its commitments to the environment, our customers and our stakeholders. In conjunction with his Chief Commercial Officer role Jacob also sits on the Waste Recycling Industry Queensland ("WRIQ") board which is the preeminent industry body in Queensland for NuGrow's activities.

Jacob dedicates time to not-for-profit organisations, including Swich On Inc (as treasurer) a Men's health not-for-profit based in Ipswich. During the start of the COVID-19 pandemic, Jacob supported the roll out of the Well HQ support portal, which offers free counselling for small to medium business owners. Jacob also volunteers as treasurer for Musketeers Baseball Club, Ipswich.

Jacob holds a Bachelor of Criminology and Criminal Justice, Graduate of the Australian Institute of Company Directors, Graduate Diploma in Business Administration and is currently undertaking an MBA via UQ scheduled for completion in 2022.

### **Peter Thompson | Chief Strategy Officer**

Peter has held various roles at NuGrow since joining in 2013 and is currently appointed as NuGrow's Chief Strategy Officer. This role serves as a critical member of the executive management team helping facilitate the strategic vision and compliance. Peter leads a team of expertly qualified specialists responsible for managing health, safety, environment and quality facets of NuGrow's operations. Peter has been instrumental in facilitating the development and expansion of NuGrow's facilities, which includes the key aspect of negotiating environmental authorities and development approvals. Through Peter's experience and connections with environmental and planning consultancies, NuGrow has been able to remain at the forefront of the Queensland organics recycling industry and is well poised for future growth.

Previous to NuGrow, Peter was an environmental consultant with GHD for seven years undertaking numerous environmental management projects for small, medium and large developments across Queensland. This included environmental assessments, auditing, licensing, and management plans / systems.

Peter also currently serves as secretary and is a non-executive director of Bicycle Queensland, a particular area of interest of Peter's having been an elite cyclist for several years.

Peter holds a Bachelor of Environmental Management (majoring in Sustainable Development) and to support his professional career experience has completed an MBA from UQ and is also a Graduate of the Australian Institute of Company Directors.



# Queensland's leader in organics recycling

**Presented by: NuGrow's Senior Management Team**

*Healthier environments supporting  
healthier communities globally*

# About us

- Roy Wilson | Founder, Managing Director
- Dr Sarah Kelly, OAM | Chairperson, Non-Executive Director
- Jacob Wilson | Chief Commercial Officer, Director
- Peter Thompson | Chief Strategy Officer
- Jonathan Pearce | Chief Executive Officer, Director



# About us

- NuGrow founded in 2007.
- Operating in Swanbank since this time.
- Three operational facilities: Ipswich, Rockhampton and Western Downs, with a fourth site under construction in Bundaberg. NuGrow's head office is based in Brookwater.
- Employ 55 people state-wide including 40 in Ipswich, 10 team members each with more than 10 years experience in waste and environmental management.
- Eight team members with post graduate qualifications and six currently undertaking apprenticeships.
- We employ 25+ Ipswich residents.
- Queensland's largest recycler of organic materials by volume and geography.
- High-grade composts and soil conditioners servicing agricultural, civil infrastructure and landscape services.
- NuGrow plans to develop additional facilities across Queensland, all supported by a growing head office hub in Brookwater. We expect to appoint an additional five head office staff over the coming three years.
- We are Ipswich proud.











































