

WYNDHAM
BUSINESS
AWARDS
2025

ACHIEVERS

MESSAGE FROM THE MAYOR



On behalf of Wyndham City, I congratulate and thank all entrants, finalists and winners of the Wyndham Business Awards 2025.

The Wyndham Business Awards, now in its 29th year, is one of our premier and long-standing annual business initiatives in Wyndham, that celebrates local business, entrepreneurs, business leaders, innovators and hard-working operators.

The Awards are an important way to acknowledge and appreciate business excellence, highlight achievements, accomplishments and success.

The Awards promote and showcase the vast array of different businesses in Wyndham and provide a unique opportunity for businesses across key industry sectors of all sizes and types to be recognised for their hard work, effort, dedication, expertise and commitment to their customers and community.

This year, 165 entries were received across 11 award categories that recognise excellence in our key industry sectors and reflects the diversity in our business community: from start-ups, social enterprises to medium and large employers.

In a growing municipality like ours, we need a strong, dynamic and entrepreneurial business community to lead, drive and grow our future economy.

Wyndham is home to more than 34,000 GST registered businesses of various sizes; from home-based sole operations to large multinationals and everything in between.

On behalf of Wyndham City, thank you for taking the time to enter these Awards. Congratulations to all finalists and winners of the Wyndham Business Awards 2025.

It is an exceptional achievement.

Cr Mia Shaw
Wyndham City Mayor

BUSINESS OF THE YEAR HONOUR ROLL

2025 Werribee Open Range Zoo	2015 ebm-papst A&NZ	2007 Nufarm Australia	1999 Redmond Repetition Engineers
2024 All Green Nursery & Garden	2014 Mainstream Aquaculture	2006 Cat Logistics Services	1998 Hudson's Drycleaning Group
2023 Fruit2Work	2013 Aus Lock & Safe Company	2005 Agfab Engineering	1997 Rick Wolany Toyota
2022 Cake Creations by Kate	2012 Plum Heating and Cooling	2004 Costa's Mitre 10	1996 AB Oxford Cold Storage Co
2019 Aqua Tap Plumbing	2011 Werribee Open Range Zoo	2003 Claytons Kitchens Australia	1995 Down Under Produce
2018 Class Plastics	2010 Alex Fraser Group	2002 The Mansion Hotel	
2017 Hopper Motor Group	2009 Essence Food Studio	2001 Cowland North Architects	
2016 Encore Tissue	2008 Rodpak	2000 Claytons Kitchens Australia	



MEDIA SPONSOR



EVENT SUPPORTER



BUSINESS OF THE YEAR

Presented by Williams Landing, proudly developed by Cedar Woods

WERRIBEE OPEN RANGE ZOO

Nestled on the plains of Werribee South, just 30 minutes from Melbourne, Werribee Open Range Zoo is an iconic tourist attraction and a powerhouse of conservation, education, and community leadership.

Part of Zoos Victoria, this not-for-profit zoo is dedicated to preventing animal extinction, with every dollar reinvested into local and global wildlife programs.

The zoo's open-range design allows animals to roam in large, naturalistic habitats, offering visitors a safari-style experience unlike anything else in Victoria. From walking trails to guided safari buses, guests come face-to-face with species like giraffes, rhinos, gorillas and lions, sparking connection, curiosity and care.

With nearly 300 staff, 800,000-plus visitors annually, and deep engagement with schools and community groups, Werribee Zoo makes learning feel both urgent and joyful. Its programs educate young people about conservation and empower them to take action.

In 2025, the zoo opened a 21-hectare elephant sanctuary – one of its most ambitious projects yet – reaffirming its leadership in animal welfare.

For over 40 years, Werribee Open Range Zoo has stood as a shining example of innovation, excellence and purpose – a business that's making a real difference, for animals and people alike.

- FINALISTS**
- ARC STRUCTURAL
 - EQ LEADERS
 - RP MOTORS

JUDGES STATEMENT

"Werribee Open Range Zoo's outstanding achievements across animal care, conservation, education and visitor experience make it a deserving winner of Business of the Year.

The zoo has shown remarkable innovation and resilience, especially in the way it connects with schools and communities to inspire action on environmental issues.

Its forward-thinking approach, including the launch of a world-class elephant sanctuary, highlights a bold vision for long-term impact.

With a strong commitment to social and environmental responsibility, Werribee Open Range Zoo continues to set the benchmark for excellence in its field – not just as a business, but as a trusted institution creating lasting change.

PROUDLY SPONSORED BY WILLIAMS LANDING PROUDLY DEVELOPED BY CEDAR WOODS

At Cedar Woods, we're committed to creating vibrant communities where people can live, work and thrive. As a national developer of high-quality residential and commercial projects – including Williams Landing, a master-planned precinct for sustainable 21st-century living – we're proud to support Wyndham's ongoing growth and success. This year marks our ninth year sponsoring the Wyndham Business Awards, and we're honoured to once again recognise the outstanding businesses and entrepreneurs driving innovation and impact across the region.

Our partnership with Wyndham City reflects a shared commitment to excellence and community-building, and the Business Awards Gala is always a highlight.

williamslanding.com.au





BUSINESS PERSON OF THE YEAR

MAUNG HNIN THWE COMFORT CARE AND COMMUNITY SERVICES

Maung Hnin Thwe is the founder of Comfort Care and Community Services, a thriving Wyndham-based business delivering culturally responsive NDIS and aged care services.

A former refugee herself, Maung draws deeply on lived experience to create a service model rooted in compassion, inclusion and community connection, and her leadership is values-driven and grounded in social justice.

Beyond care delivery, she has made it a mission to uplift others – especially women and young people from marginalised backgrounds – through employment, mentorship, and purposeful community engagement.

Maung has spent over a decade working to dismantle systemic barriers for Culturally and Linguistically Diverse individuals and families. She is a visible advocate for inclusion and equity in the health and care sectors, and a source of support for many who would otherwise struggle to access meaningful care.

In addition to her business work, Maung contributes significantly to grassroots initiatives through her involvement with Karuna Compassion in Action and other not-for-profit programs.

Maung embodies Wyndham's spirit of resilience, generosity and community. Her business success is only one part of the story – her deeper impact lies in the lives she's changed and the stronger, more inclusive future she's helping to build.

FINALISTS

- **EMMA COSTIN - EQ LEADERS**
- **TONIA TRIBE - TONIA T BOUTIQUE**
- **STEVEN FALKINGHAM - FALKSTAR GARAGE DOOR INSULATION**

JUDGES STATEMENT:

"In a strong field of candidates, Maung Hnin Thwe stands apart for transforming her personal journey into a powerful force for inclusive care. Her story is one of resilience, compassion and vision, and she has built a business that uplifts some of the most vulnerable members of our community."

Through pioneering culturally responsive service models and creating meaningful employment, Maung is reshaping what compassionate leadership looks like in Australia today. Her approach is deeply values-driven and rooted in community. Maung is more than a successful entrepreneur – she is a changemaker, whose leadership continues to inspire, empower and create lasting impact across Wyndham and beyond."

PROUDLY SPONSORED BY FINDEX – EMPOWERING BUSINESS LEADERSHIP ACROSS AUSTRALASIA

Findex is proud to once again sponsor the Business Person of the Year award, a category that reflects the drive, resilience and leadership we see in our clients every day. As one of Australasia's leading integrated advisory firms, we work with businesses at every stage of their journey, from start-up to succession, through challenges and successes alike. At Findex, we believe strong business leadership creates a ripple effect – uplifting teams, communities and the broader economy. That's why we're passionate about supporting local businesses across Wyndham and beyond. These awards are a celebration of ambition and achievement, and we're honoured to recognise the business leaders whose vision, grit and impact are shaping Wyndham's future.

findex.com.au/office/werribee

FINDEX
Werribee



RISING STAR

KRUSHNADEVSIINH 'KANO' RAVALJI THIRD CULTURE AUSTRALIA

Krushnadevsinh 'Kano' Ravalji is the Founder and CEO of Third Culture, a youth-led organisation creating inclusive, empowering spaces that champion diversity and challenge discrimination.

Born and raised in Wyndham, Kano's own experiences with racism and identity shaped his passion for youth advocacy – a path that began in grassroots volunteering and has evolved into recognised leadership in the community sector.

Under his guidance, Third Culture delivers school-based anti-racism workshops, partners with councils and community groups to co-design events, and supports young people to develop confidence, leadership skills, and a strong sense of belonging.

In 2024, Kano led the creation of Australia's first entirely youth-led Multicultural Conference – a sold-out, sector-defining event that brought over 120 professionals together to listen to and learn from young multicultural leaders. The initiative was praised for its bold vision, interactive format, and strong execution, cementing Kano's role as a rising changemaker within the industry.

Kano blends creativity, courage and strategic thinking, with a clear focus on empowering young people to lead social change. Through Third Culture, he is shifting narratives, building bridges, and lighting the way for a more inclusive future – one that is powered by youth and rooted in lived experience.

FINALISTS

- **AMIE THOMAS - LIVING PROSPECT REAL ESTATE**
- **KLODIAN POPAJ - POPAJ FACILITY SERVICES**
- **RENIL BHUVA - DESI KOTHI ICECREAM**

JUDGES STATEMENT

"Kano Ravalji is only in the early stage of his career and has already demonstrated bold vision, strong leadership and meaningful impact."

He identified a clear gap in the market and responded with the creation of a youth-led multicultural conference – a standout achievement that challenged sector norms, secured sponsorship, and sold out early. The event's innovative, interactive format reflected fresh thinking and excellent execution."

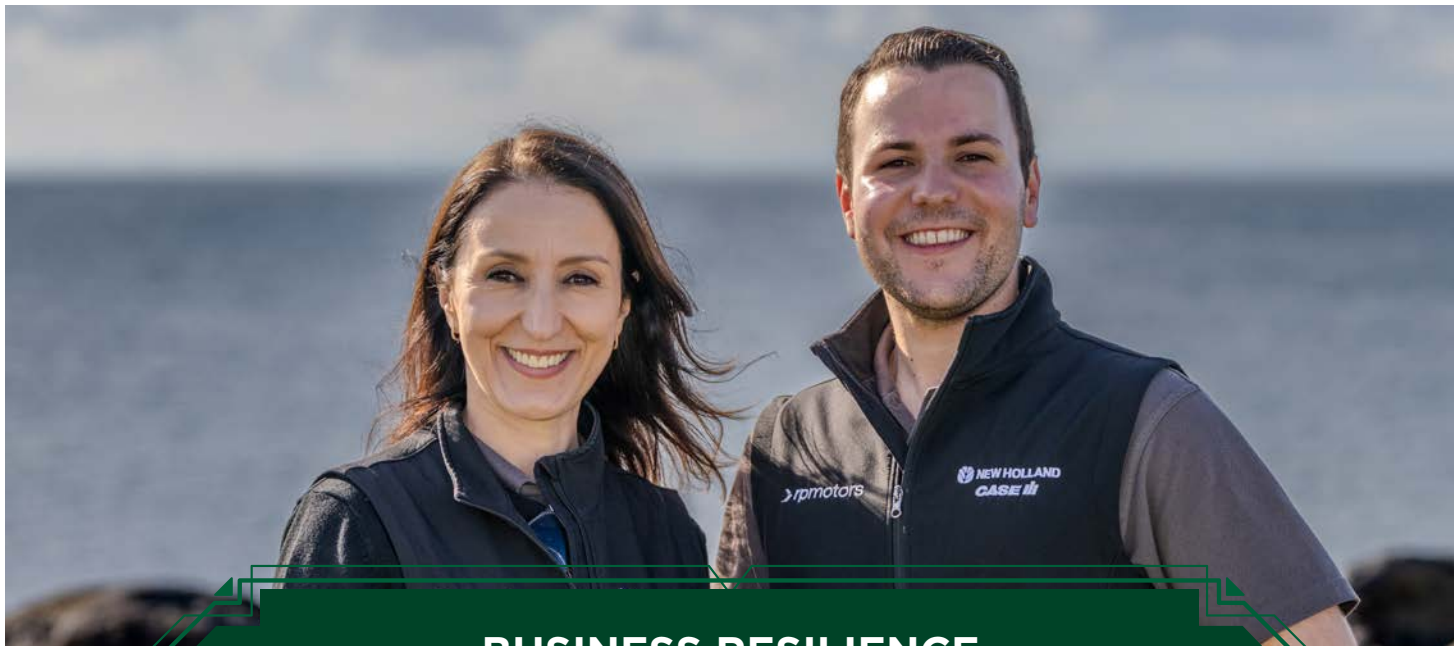
Through Third Culture, Kano is empowering young people to drive change, speak out, and shape inclusive communities. His work is inspiring, strategic, and values-driven – a compelling example of what Rising Star leadership looks like. We can't wait to see what he does next!"

PROUDLY SPONSORED BY RELIANCE REAL ESTATE – BUILDING TRUST, COMMUNITY AND OPPORTUNITY

Built on a foundation of integrity, innovation and genuine care for community, Reliance Real Estate has grown into one of the most trusted and dynamic agencies in Melbourne's west. With expertise across residential, commercial and property management, our team delivers exceptional results through a personalised, client-first approach. Beyond real estate, we proudly support local events, schools and initiatives that help build a vibrant Wyndham. This year, we're delighted to sponsor the Rising Star Award – a celebration of emerging talent, fresh ideas and future-focused businesses shaping what's next for Wyndham. At Reliance, we believe strong local businesses are the heartbeat of a thriving region, and we're honoured to support the next generation of leaders building Wyndham's bright future.

reliance.com.au

 **RELIANCE**
real estate



BUSINESS RESILIENCE

R.P. MOTORS

R.P. Motors is a third-generation, family-owned agricultural machinery dealership in Werribee South that has been proudly serving the region since 1970.

Founded by Robert and Vilma Piovesan as a small mechanical repair shop for local vegetable growers, the business has grown into a trusted name in the machinery sector, known for its deep expertise and long-standing community ties.

Now in its 55th year, R.P. Motors continues to evolve while staying true to its roots. It offers machinery sales, field servicing, and precision farming solutions, and recently expanded its offering to include Case IH equipment alongside its long-time New Holland partnership – a move that strengthens its ability to meet the changing needs of farmers, contractors, councils, and earthmoving professionals.

The business has shown exceptional resilience through economic downturns, the pandemic, and major industry shifts, adapting quickly to ensure customer needs were met.

Now led by the third generation of the Piovesan family, R.P. Motors continues to invest in modern facilities, technology and service to support the next generation of growers across Wyndham and beyond.

R.P. Motors' April 2025 anniversary celebration, attended by over 300 people, marked more than longevity – it celebrated trust, loyalty, and forward momentum.

FINALISTS

- **BOUQUET CREATIVE**
- **CLASS PLASTICS**
- **SHAWN'S SWIM SCHOOL**

JUDGES STATEMENT

"In a strong field, R.P. Motors stood out for its exceptional resilience over 55 years of continuous operation in the same district.

From financial crises to the pandemic, the business has consistently demonstrated an ability to adapt to change, while maintaining a strong customer focus and service-first mindset. Its expansion into new facilities, new brands, and broader customer segments reflects not just survival, but growth through strategic reinvention.

With a reputation built on trust, quality and adaptability, R.P. Motors is well positioned to thrive for many more years to come. Congratulations to the team – we wish them every success for the future."

PROUDLY SPONSORED BY ALL GREEN NURSERY & GARDEN – GROWING WITH WYNDHAM SINCE 1979

A proud, family-owned business, All Green Nursery & Garden has been part of Wyndham's landscape for over 45 years. With deep roots and a lasting commitment to the region, All Green has earned its place as one of Victoria's most trusted names in landscaping, plants and garden solutions. It's been an honour to help Wyndham grow – literally and figuratively. We champion sustainability, local jobs and resilient supply chains, while creating meaningful career pathways and supporting projects that green schools, homes and public spaces. As the region continues to thrive, we're proud to sponsor the Business Resilience Award and celebrate businesses whose adaptability and long-term vision are helping shape a more sustainable future.

allgreen.com.au

allgreen
NURSERY & GARDEN



NEW & EMERGING

STARKIDS SALON & SPA

StarKids Salon & Spa is Australia's first salon and spa experience designed exclusively for children. It's a nurturing, joyful space that blends grooming with empowerment and self-expression, driven by a mission to build self-esteem through confidence-boosting experiences.

Unlike traditional hair salons, StarKids delivers a sensory-aware, child-first environment. Services are carefully tailored to suit all children, including those with neurodiverse needs, and everything from the vegan, cruelty-free, and chemical-free product range to the layout is designed with safety, comfort, and fun in mind.

What StarKids calls "The StarKids Effect" means helping every child feel confident, seen and special. Signature experiences like "Mum & Me Spa Days," "Dad & Son Haircuts," and "Best Friend Packages" are about creating memories and make every visit feel like a celebration. The salon also hosts themed birthday parties, offers braiding and mini spa treatments, and has launched an online store to expand access.

With national growth in its sights, StarKids Salon & Spa is redefining children's grooming as something far more meaningful – a ritual of belonging, joy and self-love.

FINALISTS

- **ASTRI STUDIO**
- **MYCLOUD SERVICES**
- **TOGETHERVSMILE**

JUDGES STATEMENT

"StarKids Salon & Spa is a bold and inspiring new business with a clear purpose and standout execution. It has identified a highly specific market need and responded with a unique, values-driven model that blends service, care and experience. The business is staff-focused, customer-centred, and agile in adapting its offerings to meet demand – from inclusive services for neurodiverse children to creative event packages and spa experiences.

Confident in its direction, StarKids has a strong growth strategy and is building momentum for national expansion. It's a smart, joyful business that has the potential to lead meaningful change in how we care for and celebrate young people."

PROUDLY SPONSORED BY WYNDHAM BIZNET – SUPPORTING LOCAL BUSINESS SINCE 1998

Wyndham BizNet is a dynamic networking association dedicated to fostering genuine connection, collaboration and growth within the local business community. Since 1998, we've supported professionals, entrepreneurs and businesses of all sizes through a vibrant calendar of events, resources and social gatherings. We are a proud sponsor of the Wyndham Business Awards because we believe celebrating excellence is key to building a thriving, diverse and resilient business environment. These awards spotlight the talent, innovation and dedication shaping Wyndham's future – and they inspire others to dream bigger. By supporting the New & Emerging Award, we continue our mission to connect, empower and elevate Wyndham's business community – one success story at a time.

wyndhambiznet.com.au

WYNDHAM BIZNET
FUN · SOCIAL · BUSINESS



EXCELLENCE IN RETAIL, TOURISM & HOSPITALITY

WERRIBEE OPEN RANGE ZOO

As well as being a leader in conservation, Werribee Open Range Zoo is one of Victoria's most iconic and immersive visitor experiences.

With over 800,000 visitors annually, the zoo offers a unique safari adventure where guests can encounter animals like giraffes, rhinos, and zebras from open-sided buses and explore up-close walking trails with lions, gorillas and meerkats.

As part of Zoos Victoria, Werribee Zoo reinvests all revenue into global and local conservation programs, but its public-facing success lies in the quality of its hospitality, education, and commercial operations. From sustainable food outlets to curated retail spaces, every touchpoint is designed to enrich the guest experience while supporting long-term impact.

The zoo's recently opened 21-hectare elephant habitat, which is home to nine Asian elephants, offers state-of-the-art viewing areas, and has set a new standard for animal-based tourism in Australia. Staff engagement is consistently high, with a strong culture of welcome, learning and care that extends to every guest.

Werribee Open Range Zoo delivers a world-class tourism experience that is ethical, educational and emotionally unforgettable – combining excellence in customer service with purpose-driven operations to ensure every visit inspires, delights, and drives real change.

FINALISTS

- LITTLE GROWLING CAFÉ
- MR G'S DONUTS
- OH HAPPY DAY CAFÉ
- QUEST WERRIBEE

JUDGES STATEMENT

"Werribee Open Range Zoo delivers excellence across all three pillars of this award: retail, tourism and hospitality."

Its unique safari-style experience is supported by passionate staff who create meaningful connections with guests and animals alike. From food and customer service to conservation education and curated retail, every detail is considered.

The zoo's strong focus on environmental sustainability, employee wellbeing and local community impact deepens both its reach and reputation.

With a large, highly committed team and world-class visitor offerings, Werribee Open Range Zoo continues to set a high bar for tourism excellence in the region and beyond. We applaud their leadership and impact."

PROUDLY SPONSORED BY THE GORDON – EDUCATING WYNDHAM'S VISITOR ECONOMY

As Victoria's largest regional TAFE, The Gordon has proudly supported Wyndham's growth for over a decade through accessible, industry-informed education. Since opening its local campus in 2014, The Gordon has been central to training the workforce that powers Wyndham's retail, hospitality, and tourism sectors – from chefs and baristas to event staff and business managers. With strong ties to Wyndham City Council and key community partners, The Gordon is deeply committed to shaping inclusive, job-ready pathways that meet the needs of a fast-growing, multicultural region. As a proud sponsor of the Excellence in Retail, Tourism & Hospitality Award, The Gordon celebrates the creativity, care, and capability that define Wyndham's world-class visitor economy.

thegordon.edu.au



EXCELLENCE IN HEALTH & WELLBEING

F45 TRAINING POINT COOK

F45 Training Point Cook is a high-energy group fitness studio offering 45-minute functional training sessions that combine strength, cardio, and interval training – all within a supportive, team-based environment.

Originally opened in 2019, the studio took on new life in 2024 when local owners Emily and Ryan stepped in with a renewed focus on community, care, and culture.

In just six months, they tripled the membership base – a result of hands-on leadership, deep local engagement, and a real passion for helping people thrive. From young professionals to busy parents and older adults, F45 Point Cook supports members of all fitness levels, with modifications and motivation tailored to individual needs.

What truly sets the studio apart is its community-first ethos. Emily and Ryan personally greet and guide members, prep workouts with specific injuries or goals in mind, and create an environment where every person feels known, safe, and supported. Their commitment extends beyond the gym to local sponsorships, events, and partnerships.

F45 Training Point Cook isn't just a place to get fit – it's a space where people connect, show up for one another, and build lasting wellbeing, one session at a time.

FINALISTS

- BIBVAULT
- MOVE ME PHYSIO
- KIESER WERRIBEE

JUDGES STATEMENT

"Emily and Ryan of F45 Training Point Cook impressed the judges with their energy, dedication, and genuine care for their members."

Since taking over the studio in late 2024, they've shown remarkable growth, vision, and heart, personally tailoring workouts to each member's specific needs, and creating a culture of inclusion, trust and motivation. Their balance as co-owners and trainers is admirable, and their focus is clearly on people, not just profit.

Em and Ryan also give back generously to the community through local sponsorships and participation in events. Passionate, proactive and purpose-driven, they have made F45 Point Cook a true leader in health and wellbeing."

PROUDLY SPONSORED BY WYNDHAM CITY – BUILDING ACTIVE, INCLUSIVE COMMUNITIES

Wyndham City is proud to sponsor the Excellence in Health and Wellbeing Award as part of the 2025 Wyndham Business Awards. This award reflects Council's ongoing commitment to initiatives that enhance the physical, mental, and emotional wellbeing of our community. Council's Municipal Public Health and Wellbeing Plan supports a holistic approach – recognising that health is shaped by the conditions in which people are born, grow, live, work, and age. Council plays a vital role in creating a healthy, inclusive, and thriving city. Wyndham is home to a vibrant and growing health sector, from local practitioners and allied health services to fitness, wellness, and preventative health providers. Council values the critical role these businesses play in building a more connected and resilient community. Through strategic partnerships, programs, and local investment, Wyndham City is committed to promoting inclusive health access, encouraging active lifestyles, and improving quality of life for all. We congratulate all finalists and winners making a meaningful impact on Wyndham's wellbeing.

wyndham.vic.gov.au





EXCELLENCE IN TRADE & CONSTRUCTION

PLUM ELECTRICAL

Plum Electrical is raising the bar in the electrical and solar sector, blending trusted service with cutting-edge expertise to deliver high-quality solutions for homes, businesses, and multi-residential projects.

A division of Plum Trade Services, the business was founded by Kane Briggs in partnership with Kyle and Dana Briggs, building on the trusted 30-year reputation of Plum Heating & Cooling.

From its base in Point Cook, Plum Electrical has rapidly grown across regional Victoria, known for its team of in-house technicians, strict compliance standards, and customer-first approach. Unlike many operators in the solar space, Plum focuses on long-term performance, transparency, and quality – resisting the race-to-the-bottom pricing culture that undermines industry standards.

The business has carved out a niche in large-scale solar and battery installations while maintaining a personal, local feel through community sponsorships, local hiring, and a cheerful, tightly bonded team culture.

Co-founder Kane Briggs brings energy, clarity and integrity to every aspect of the business, and under his leadership, Plum Electrical is setting a new benchmark for professionalism and care in the trade sector. This is more than a job well done – it's a blueprint for how trade businesses can thrive and lead with purpose.

FINALISTS

- HUMBLE DESIGNER HOMES
- PANACHE DESIGNER HOMES
- RF PEST MANAGEMENT

JUDGES STATEMENT

"From the moment we stepped into Plum Electrical, the passion and positivity were palpable. Every team member greeted us with enthusiasm, and co-founder Kane Briggs impressed us with his energy, honesty, and clear grasp of the business."

Plum has carved out a smart niche in solar and sustainable energy, and has done so with integrity, quality, and a solid growth plan. Its use of in-house staff, commitment to compliance, and genuine care for customers has set it apart in a crowded market.

With strong local roots, community investment, and a standout culture, Plum Electrical is a worthy winner of this award."

PROUDLY SPONSORED BY THE GORDON – BUILDING SKILLED FUTURES FOR TRADE & CONSTRUCTION

For over 135 years, The Gordon has equipped Victoria's tradespeople and technicians with the skills to succeed. In Wyndham, The Gordon continues that legacy by delivering accredited training in construction, electrotechnology, plumbing, engineering and more to help meet demand in one of Australia's fastest-growing regions. With modern facilities in Werribee and strong ties to local employers, councils, and programs like Skilling the Bay, The Gordon plays a key role in shaping a skilled, job-ready workforce. As a proud sponsor of the Excellence in Trade & Construction Award, we recognise the innovation, grit and leadership of Wyndham's builders, makers and tradies, and celebrate their vital contribution to the growth and prosperity of our community.

thegordon.edu.au



EXCELLENCE IN SOCIAL IMPACT

YOUTH PROJECTS

Youth Projects is a purpose-driven charity with more than 40 years of experience supporting young people facing complex challenges – including unemployment, mental ill-health, housing instability, and systemic disadvantage.

In 2022, Youth Projects expanded into Wyndham to address growing youth unemployment and social exclusion. Since then, it has supported over 3,000 local young people annually through evidence-based, trauma-informed programs. Services include Transition to Work (TtW), which helps young people aged 15–24 move into jobs or education; YHOP, a wraparound outreach program for those facing homelessness or substance use; and QPOP, which supports neurodiverse and LGBTIQ+ young people with psychosocial needs.

The organisation's impact goes beyond services. Through the Werribee Hub, warehousing pilot programs, and new youth-led social enterprises (The Little Social and Here4Hospitality), Youth Projects has embedded itself into the community, where it's creating real pathways to purpose, independence, and inclusion.

Guided by early intervention, youth voice, and a fierce commitment to equity, Youth Projects is reshaping systems and outcomes for Wyndham's youth, building not just better services, but a stronger, more connected future.

FINALISTS

- WESTERN GYMKHANA CLUB INC
- WYN FM
- WYNDHAM HEALTH FOUNDATION

JUDGES STATEMENT

"Youth Projects impressed the judges with its innovative, data-driven approach and deep understanding of Wyndham's youth."

The organisation has shifted its focus from crisis response to early intervention, designing programs that address root causes and empower young people to lead change in their own lives.

With services like sensory rooms, youth-led social enterprises, and targeted wraparound care, Youth Projects creates meaningful impact at both the personal and systemic level.

Its work is thoughtful, deeply community-informed, and clearly built with young people at the centre – a clear example of social impact done right. Congratulations to the team on their outstanding contribution."

PROUDLY SPONSORED BY VICTORIA UNIVERSITY – SUPPORTING SOCIAL IMPACT IN MELBOURNE'S WEST

Since 1916, Victoria University has proudly opened doors of opportunity to all who seek to make a difference. With a global outlook and deep roots in Melbourne's West, VU is the largest university in the region, with campuses in Footscray, St Albans, Sunshine, Werribee and the Melbourne CBD. VU's campuses are more than teaching spaces – they are vibrant community hubs in one of Australia's fastest-growing and most diverse regions, and our work is shaped by a strong sense of place, partnership and purpose. Now in our 29th year as a sponsor of the Wyndham Business Awards, we're proud to celebrate the impact and ingenuity of local businesses, and to support the next generation of changemakers.

vu.edu.au





EXCELLENCE IN MANUFACTURING OR TRANSPORT

ARCSTRUCTURAL

ArcStructural is a leading structural steel fabrication and installation company, known for delivering high-spec, precision-engineered solutions for some of Melbourne's most complex construction projects.

Working closely with Tier 1 contractors, ArcStructural is often involved from early design through to installation, offering value management that improves buildability, cost-efficiency, and outcomes.

Operating from a 4-acre site in Truganina, with a 6,000sqm covered factory and additional offsite assembly space, the business is equipped with cutting-edge technology, including overhead gantry cranes (up to 30 tonnes), CNC machinery, robotic coping systems and plasma cutting tools. This capability allows ArcStructural to execute large-scale, complex builds with speed, accuracy, and safety.

What sets ArcStructural apart is its commitment to continuous improvement – from investing in new technologies to implementing lean workflows and reducing material waste. The company has a strong local procurement focus, full material traceability aligned with GBGA standards, and robust environmental protocols.

With a growing team of skilled tradespeople and apprentices, ArcStructural is also a major local employer. Through a culture of quality, innovation, and responsibility, it has earned national awards and a reputation as one of Victoria's most respected players in manufacturing and construction.

FINALISTS

- DESI KOTHI ICECREAM
- OUTWEST CONCRETE
- OYO MOVERS

JUDGES STATEMENT

"ArcStructural impressed the judges with its scale, precision and professionalism.

The business has become a recognised supplier to Tier 1 contractors, delivering award-winning steel fabrication and installation services for major infrastructure and high-rise developments.

The team demonstrated strong leadership, deep industry knowledge, and a clear focus on continuous improvement – from investing in people and training to adopting lean systems and sustainable practices.

Staff morale was high, workflows were well organised, and the company's operations are clearly built for long-term growth.

ArcStructural is a standout manufacturer creating real impact in Wyndham and beyond, and a deserving winner of this year's Excellence in Manufacturing or Transport Award."

PROUDLY SPONSORED BY COMMITTEE FOR WYNDHAM – ADVOCATING FOR BUSINESS AND REGIONAL PROSPERITY

Founded in 1998, the Committee for Wyndham plays a key role in representing and connecting business, government and community across one of Australia's fastest-growing regions. As a non-partisan, membership-based organisation, we work to drive Wyndham's economic, social and cultural development through strategic advocacy, partnerships and collaboration. We are proud to sponsor the Excellence in Manufacturing or Transport Award and to acknowledge the businesses helping shape Wyndham's future by creating jobs, strengthening industry, and putting our region on the map. As part of the Committee for Cities & Regions network, we're committed to supporting long-term planning and shared progress, and to working with leaders across sectors to build vibrant, sustainable communities.

committeeforwyndham.com.au



EXCELLENCE IN PROFESSIONAL SERVICES

WORKPLACE EDIT

Workplace Edit is a boutique workplace culture consultancy helping organisations create bold, inclusive environments where both people and performance thrive.

Founded in 2020 by experienced strategist and facilitator Gemma Saunders, the consultancy was built to challenge performative diversity efforts and deliver genuine, lasting cultural change. It specialises in designing inclusive employee experiences, developing equitable role structures, building HR and leadership capability, and shaping organisational culture from the inside out.

What really sets Workplace Edit apart is its strategic, evidence-based approach. Drawing on systems thinking, behavioural science, storytelling and co-design, the team delivers tailored programs that drive real outcomes – including improved employee engagement, more inclusive hiring, stronger leadership accountability, and measurable shifts in culture.

Services range from advisory and workshops to long-term transformation partnerships, with more than 50 clients already engaging the team – many on an ongoing basis due to strong results and word-of-mouth referrals. These clients are scattered across Australia and New Zealand, and range from tech startups to government agencies and global brands.

With clarity, conviction and care, Workplace Edit is redefining what professional services can look like in the DEI and workplace culture space. It's practical, impactful, and unapologetically human.

FINALISTS

- CITADEL GROUP
- KENNEDY TAX AND BUSINESS SERVICES
- LYGOMETRYX.AI

JUDGES STATEMENT

"Workplace Edit immediately distinguished itself as a purpose-driven professional services business with real strategic depth.

Founder Gemma Saunders brings a rare mix of industry expertise, insight and emotional intelligence, leading her team with clarity, warmth and impact. Her ability to turn complex workplace challenges into actionable, inclusive strategies is exceptional.

The judges were impressed by the business's strong foundations, consistently positive client outcomes, and thoughtful, evidence-informed approach.

With an already impressive portfolio of national clients and a clear roadmap for future growth, Workplace Edit is on a remarkable trajectory. We're confident in its continued success and believe it is a truly worthy winner of this year's award."

PROUDLY SPONSORED BY KENSTRA – EMPOWERING BUSINESS THROUGH TECHNOLOGY

Kenstra is a trusted Managed Services Provider delivering tailored ICT and telecommunications solutions to help businesses grow, secure and streamline their operations. Partnering with leading technology vendors such as Telstra, Microsoft, Cisco and Fortinet, we deliver simple, scalable systems that work – backed by local service and long-term relationships. We're proud to support the 2025 Wyndham Business Awards and celebrate the innovation, excellence and professionalism that power our local business community. At Kenstra, we believe great service isn't just about technology – it's about people, integrity and outcomes that last. Congratulations to this year's nominees – and to the winner of the Excellence in Professional Services Award. We're honoured to be part of the journey.

kenstra.com.au





EXCELLENCE IN EDUCATION & TRAINING

EQ LEADERS

EQ Leaders is an award-winning social enterprise transforming leadership through immersive, nature-based education.

Located in Wyndham's Green Wedge at Little River, the business integrates horses as co-facilitators in experiential programs that build emotional intelligence, self-awareness, and human connection – offering a profound alternative to traditional leadership training.

Grounded in internationally recognised learning theory and partnered with Melbourne Business School Executive Education, EQ Leaders works with ASX-listed companies, local councils, and purpose-led organisations across Australia. Its programs are now expanding into Asia, and Wyndham itself has become a global showcase, hosting study tours for international public sector leaders.

Certified by Social Traders in 2024, EQ Leaders reinvests more than 50% of profits into pro bono programs that support justice-involved youth, First Nations communities, and grassroots social enterprises. Partnerships with Workforce Australia and justice reintegration services ensure disengaged young people can access transformative, confidence-building programs that foster leadership from within.

Led by founder Emma Costin, EQ Leaders is more than a training provider – it's a changemaker. By blending corporate development with social purpose, and learning with heart, the business is reshaping how leadership is taught, learned and lived.

PROUDLY SPONSORED BY SPARK BUSINESS & INNOVATION HUB – IGNITING BUSINESS POTENTIAL IN WYNDHAM

SPARK is Wyndham City's Business & Innovation Hub – a purpose-built space supporting emerging businesses across all sectors. Located at 600 Sneydes Road in the East Werribee Precinct, SPARK offers coworking desks, private offices, meeting rooms, and event facilities – alongside training, mentoring and expert support from the Economic Development team. Originally focused on digital and tech startups, SPARK now welcomes a wide range of businesses – from professional services to software, robotics, data analytics, and more. We're proud to sponsor the 2025 Wyndham Business Awards and celebrate the learning, vision, and innovation that drive local success. By supporting capability-building and business growth, SPARK plays a hands-on role in shaping Wyndham's entrepreneurial future.

wyndham.vic.gov.au/sparkhub

SPARK
BUSINESS & INNOVATION HUB

FINALISTS

- AMIGA MONTESSORI WYNDHAM VALE
- MULTISKILLS TRAINING
- WEBOPTIMARK

JUDGES STATEMENT

"EQ Leaders stood out for its innovative, values-led approach to leadership development and education.

By combining nature-based learning with rigorous executive training models, the business delivers transformational outcomes that go beyond professional skill-building to create lasting impact at both personal and organisational levels.

Its clarity of purpose, vision, and commitment to social good were particularly impressive. EQ Leaders not only delivers excellence in education, it also reinvests in community through meaningful pro bono programs for justice-involved youth and underrepresented groups.

This is a business with deep integrity, proven outcomes, and a truly unique model. It's a pleasure to recognise its achievements with this award."

Our Judges



ALEX BOYLE

Alex Boyle is the Stakeholder and Engagement Lead at Geelong Manufacturing Council.

With over 15 years of experience across local government, not-for-profit and private sectors, he brings deep insight into business growth, investment attraction and regional economic development.

He has led programs supporting small business success and understands the challenges faced by both emerging and established enterprises.

At the Council, Alex uses his broad network and knowledge to strengthen local manufacturing, promote innovation and help build a resilient industrial sector across the region.



JESS COTTER

Jess Cotter is Head of Partnering, Engagement and Experience at Deakin University, working within the Infrastructure and Digital Division.

With a career spanning corporate, government, not-for-profit, manufacturing and education sectors, Jess brings a broad and practical perspective on business operations, marketing, and stakeholder engagement.

She holds a postgraduate qualification in Marketing from RMIT and a Bachelor of Public Relations and Management Communications from Deakin University.

A judge since 2021, Jess is passionate about supporting small business and the people shaping Wyndham's dynamic and fast-evolving economy.



SABINA CURATOLO

Sabina Curatolo is Director at Aiki Advisory and a respected leader in cross-sector collaboration and impact investment.

With experience spanning government, philanthropy, civil society and private enterprise, Sabina brings systems thinking and policy insight to complex change agendas. Her work focuses on leveraging capital for purpose, driving innovation, and scaling impact.

Sabina has worked with social enterprises and investors across Australia and Southeast Asia, shaping strategies that foster inclusive growth. Her approach blends rigour, empathy and purpose, with a deep commitment to systemic transformation.



DANIEL CLIFFORD

Daniel Clifford is an Account Executive at Talent International, where he partners with organisations to recruit high-performing professionals in corporate services.

He is a passionate advocate for equitable employment practices and volunteers regularly with youth mentoring and job-readiness programs, empowering emerging jobseekers and helping the next generation prepare for a dynamic workforce.

Daniel champions sustainable careers and inclusive hiring, bringing energy, integrity and a future-focused mindset to both his professional and community roles. His insight into workforce trends and talent development makes him a valuable contributor to this year's judging panel.



IFRIN FITTOCK

Ifrin Fittock is CEO of SisterWorks, a social enterprise that supports the economic empowerment of migrant and refugee women through programs, entrepreneurship and employment opportunities.

After a 23-year career in management consulting, Ifrin began volunteering with SisterWorks and quickly moved into executive leadership roles, including Head of Social Enterprise, COO and Deputy CEO. Under her guidance, the organisation has evolved from a grassroots charity into a nationally respected enterprise.

Ifrin brings a deep passion for inclusion, impact and sustainable business growth to her role as a judge.

Barry Harvey A.M. is a long-time advocate for industry and community advancement in Wyndham, with a distinguished business career that included a period as Owner and Director of Austco Polar.

He has served on numerous boards and committees, including two decades as Chair of the Wyndham Industrial Liaison Committee and over 23 years with the WynBay Local Learning & Employment Network.

Named Wyndham Citizen of the Year in 2000, Barry was awarded an Australian Medal in 2001 for his outstanding contribution to the region.



BARRY F. HARVEY A.M



GRAEME HAYNES

Graeme Haynes is General Manager of the Commercial Division at Total Tools Australia, bringing over 25 years of experience across the automotive, manufacturing, and industrial sectors.

With deep expertise in business development, operations, and team leadership, Graeme has driven major market expansions and transformations across the Asia-Pacific. He is known for connecting the dots between process and performance, solving complex challenges, and building partnerships that last.

A strategic leader with a people-first mindset, Graeme brings energy, clarity, and impact to every opportunity including his role as a valued judge this year.

Clint Hewish is Founder and Managing Director of Concept Estimating, with more than 27 years of experience in the construction industry.

Originally a qualified electrician, Clint shifted his focus to estimating and cost planning, where he found his passion.

Known for his hands-on leadership and deep industry knowledge, Clint has built a business trusted by small and mid-sized firms alike. His commitment to innovation, modern methodologies and continuous improvement has positioned Concept Estimating as a leader in the services sector.



CLINT HEWISH



DR JENNY HUANG

Dr Jenny Huang is a UK-trained General Practitioner based at Banksia Medical Centre, with special interests in health literacy, climate medicine, Long COVID and neurodivergence.

She is Co-Director of the Geelong Long COVID Clinic, Director of Active Geelong, and founder of The Health Festivals, a regional initiative promoting community-led health education.

A passionate advocate for inclusive, sustainable care, Jenny also supports International Medical Graduates and values strong local connections inspired by her New Zealand roots.

Her approach to medicine is grounded in whole-person care, combining compassion with a strong focus on wellbeing and community health.



PAM LAMARO

Pam Lamaro is a respected businesswoman with more than 30 years of leadership in the Victorian hospitality sector.

From early roles managing the Commercial Hotel and Werribee Plaza, to building the acclaimed South Melbourne venue Lamaros, Pam has consistently demonstrated business acumen and a strong community ethic.

She sits on the St Vincent's Private Hospital Werribee fundraising committee and has supported many Melbourne-based groups.

A passionate mentor and advocate, Pam is especially committed to supporting young women and fostering local leadership.



ROSS JENNINGS

Ross Jennings is the Founder and Director of OzBiz Network, which supports multicultural small businesses with targeted, culturally sensitive guidance.

With more than 48 years of experience in senior business leadership, Ross brings deep expertise in mentoring entrepreneurs and fostering inclusive business environments.

He thrives on collaboration across all levels of management and is committed to helping business owners develop skills that align with both community needs and organisational goals.

His work champions diversity, entrepreneurship and the role of small business in driving economic and social change.



KATE McPHERSON

Kate McPherson is General Manager of Grifols Australia and an experienced leader with more than 25 years of experience in the pharmaceutical and medical device industries.

With a strong background in operations, HR and supply chain, she brings cross-functional expertise and a passion for building high-performing teams.

Beyond her professional achievements, she is committed to community service - volunteering on the board of the Gippsland Sports Academy and serving on local sporting club committees.

Kate brings sharp strategic insight and a strong sense of community to her role as a Wyndham Business Awards judge.



ANDREW MIDDLETON

Andrew 'Midsy' Middleton is Program Director at the Wade Institute of Entrepreneurship, where he leads recruitment and engagement for nationally recognised innovation and investor programs.

His experience spans higher education, entrepreneurship, and philanthropy, with a strong track record in community-building and ecosystem development.

From early-stage ventures to impact-driven leadership, Midsy's strategic insight and deep networks support the growth of emerging talent. His work gives him a clear lens on what it takes to drive business innovation, making him a valuable contributor to this year's judging panel.

Rebecca Overend is a Relationship Manager at the Melbourne Chamber of Commerce, specialising in stakeholder engagement with Victoria's universities, TAFEs, councils, and healthcare providers.

With 15 years in the tertiary education sector, Rebecca has a strong focus on business development and philanthropic fundraising, particularly in initiatives that support educational access for disadvantaged students.

With a background in biomedical and psychological sciences, Rebecca combines analytical skills with empathy, advocacy, and a deep passion for social mobility through education. She brings this same insight, curiosity and heart to her role as a judge.



REBECCA OVEREND



TARA POWER

As Partnerships Lead at StartSpace, State Library Victoria, Tara forges strategic partnerships across industry, government, and education to support diverse entrepreneurs. She led the Study Melbourne Future Founders Program, building Australia's largest entrepreneurial initiative for international students and early-stage founders. Tara's career spans leading creative agencies in the UK and APAC, founding theatre and consulting ventures, and serving on the Executive Board of Creative Women's Circle. Passionate about lifelong learning, innovation, and inclusion, she creates partnerships and programs that strengthen communities, drive change, and expand economic participation.

Dylan Reed is a senior strategist with more than 20 years of experience in marketing, hospitality, tourism and retail.

He is the former CEO of creative agency Kreate and now serves as an advisory partner on its board. He also co-owns the Renaissance Group (Farmer's Daughters, Morena) and has held senior marketing roles at Visit Victoria and the City of Melbourne.

Dylan specialises in brand strategy, partnerships and purpose-driven innovation, offering independent consulting to organisations tackling complex challenges with creativity and impact.



DYLAN REED



SIMI RAYAT

Simi Rayat is a Global Business Psychologist, Executive Coach and author of *Productivity Joy*.

With two decades of experience, she supports business owners and corporate leaders to become the kind of leaders others love to work with.

Her work spans psychology, wellbeing, leadership and inclusion, and her clients include Fortune 500 companies and fast-growing enterprises.

Simi is a Forbes contributor and passionate advocate for workplace cultures that blend performance with joy. Her mission is to help 5 million professionals thrive through purpose, energy and meaningful connection.



RAHUL SOANS

Rahul Soans is the founder of the Disruptive Business Network and a thought leader in entrepreneurship, technology and strategic innovation.

With over a decade of experience in startup ecosystems, IBM developer marketing, and nonprofit consulting, he brings a unique blend of skills in design thinking, lean startup and emerging tech.

Rahul is a program design lead at RMIT Activator, teaches social impact and design thinking, and hosts the *Finding Meaning in Work* podcast. His work bridges frontier technologies with human-centred, systems-focused impact.



LES WATSON

Les Watson is a productivity coach, author and founder of *Get More Time*.

Known as "The Time Lord" for his passion and expertise in time management, Les has over 30 years of experience as a trainer, speaker and small business coach.

He helps business owners who feel overloaded reclaim time, boost energy and improve results. He also runs the *Creating Success Coaching* program and is the author of *Get Back An Hour in Every Day*.

This is his second year judging the Wyndham Business Awards.



STEPHEN SULLY

Stephen Sully is a seasoned urban strategist with over 40 years' experience in planning, place management and economic development.

He has led major teams across local and state government, chaired planning panels, and founded Planning by Design Pty Ltd, which he ran for 13 years. Most recently, he served as Director of City Development at Brimbank City Council.

Now semi-retired, Steve continues to consult to local government and sits on several boards, helping shape sustainable, strategic planning outcomes and mentoring the next generation of urban leaders.



PROFESSOR BRUCE WILSON

Professor Bruce Wilson is Director of the European Union Centre of Excellence at RMIT University, where he leads research on EU-Australia relations, staff and student mobility, and international university partnerships.

A recognised expert in place-based innovation and regional economic development, Bruce has led major projects across country districts, cities and regions, with a strong focus on smart specialisation.

He is a regular keynote speaker at EU forums, a former co-editor of the *Australasian Journal of Regional Studies*, and a champion of connecting policy, research and practice to drive meaningful local and global impact.



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