



# HAMPDEN

CREATING SECURE PERIMETERS

# COMPANY OVERVIEW

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# INTRODUCTION

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New Zealand's leading Security and  
Perimeter Protection Specialists

We are a security and perimeter protection specialist that consults, designs, fabricates and installs high-quality solutions for clients across New Zealand and the Pacific. Projects cover commercial, industrial, and government-funded infrastructure, with clients ranging from Local Councils, MBIE, NZTA, NZDF and Department of Corrections to schools, shopping centres, corporate headquarters and embassies.

50  
YEARS

We know the importance of staying up to date with the latest in perimeter protection, automation and access control and consult with leading engineers and designers from countries where hostile vehicle mitigation and anti-terrorist products are regularly put to the test. This ensures our customers have access to the world's best in class perimeter security designs.

We've been providing premium security and perimeter protection solutions for more than 50 years. Whether it's a prison, corporate HQ, brewery, animal enclosure or Data Centre you'll probably find that it is one of ours.

12

Prisons

5000<sup>+</sup>

Sites Secured

8000<sup>+</sup>

Gates Installed

250<sup>+</sup>

Schools Protected

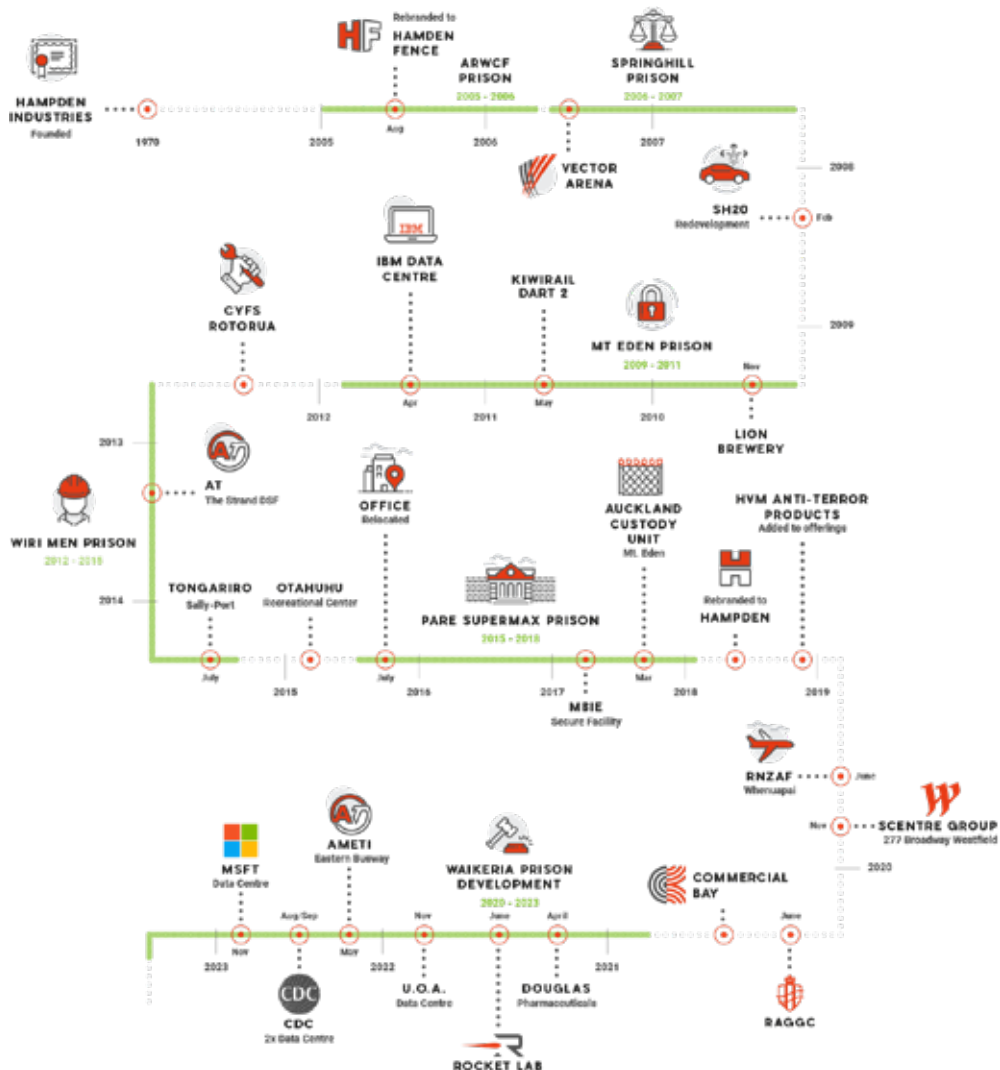


# COMPANY HISTORY

## 50 Years As New Zealand's No.1 High Security Experts

Hampden started life back in 1970 and has come to be the most trusted and reliable perimeter security company in New Zealand. Whether it's a prison, motorway, school or port there is a good chance we've worked on the fence or gate at some point over the last 50 years!

Now as we enter uncertain times and safety and security again come to the fore we have expanded our offer to include hostile vehicle mitigation products and security system integration with a bold new look to suit.





# COMPANY OVERVIEW

## Our Organisation

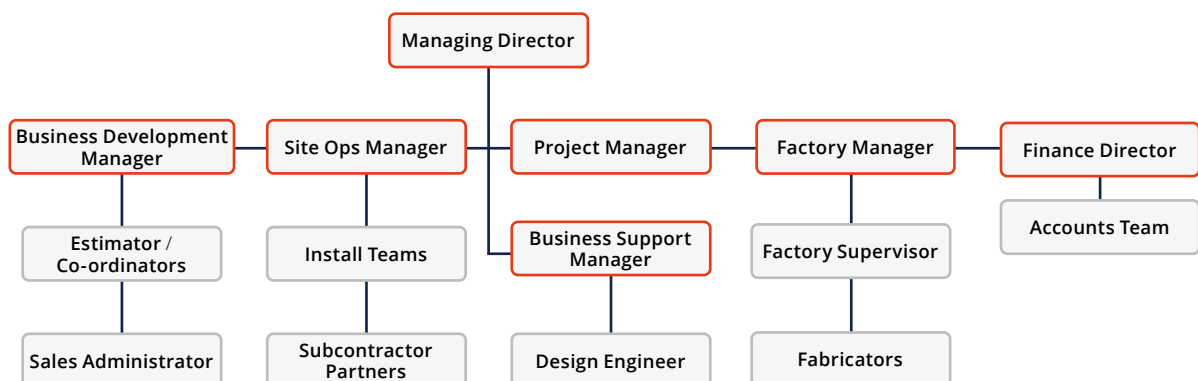
A 100% locally owned company servicing the needs of major construction companies, developers and property owners, Hampden is one of New Zealand's largest and most competent perimeter protection specialist companies. An innovative and progressive business, Hampden offers a comprehensive range of locally manufactured and imported products to meet the needs of New Zealand's commercial, industrial and infrastructural markets. With over 50 years servicing the needs of local property owners, Hampden is New Zealand's most experienced fencing company.



## Our People

Hampden has a stable and experienced workforce who are predominantly involved with the installation of fencing, gates and other security products. This is made up of a mix of both permanent full-time staff and direct sub-contractors who have been carefully chosen for their experience and expertise. Hampden is a great believer in employing staff directly to ensure the company has the capacity to take on large-scale, complex projects as required, and is able to set and maintain the highest standards of workmanship.

## Our Structure





## Mission



On Time



On Cost



On Quality

## Values



Safe



Reliable



Secure

## Key Personnel

Hampden has one of the most experienced teams in New Zealand's security and perimeter protection industries. Many of our staff have been with the company for a long time, and we make effort to keep good people because we know it means we bring a wealth of knowledge and a diverse skill-set to every project.

From our in-house design and fabrication to our frontline installation crews, we all work together to make sure things run smoothly, and to make sure the team can respond quickly when situations arise.

**Kristian Baldwin** *Managing Director*

**P:** 021 190 3796 | **E:** [Kristian@hampden.co.nz](mailto:Kristian@hampden.co.nz)

Kristian has worked in the construction industry for over 20 years, 17 of which have been at Hampden. His role includes managing the performance of the business and overseeing all departments. He takes a hands-on approach to business, providing design advice to customers – be it main contractors, specifiers/architects, or the end user. Leading the high security and consultancy divisions he has also priced and project-managed many high-security projects such as prisons and is known for his ability to find innovative solutions on complex security issues.



**Erin Baldwin** Business Support Manager

**P:** 021 881 062 | **E:** Erin@hampden.co.nz

Erin has been involved in project and business support spanning NFPs, Education, Global Tech, and Construction companies for more than 10 years. Erin loves developing strong working relationships and her skills in communication, coordination and planning is why she is a key link between our commercial and operational departments while ensuring consistent professional delivery for all clients.

**Luke Edmond** Factory Manager

**P:** 029 200 7262 | **E:** Luke@hampden.co.nz

Luke has been in the fabrication industry for 24 years and with Hampden for 10 years. Luke has gained significant practical experience from being on the shop floor as a fabricator to a supervisor which has enabled him to run an efficient fabrication department and provide sound design advice. It is his job to ensure all product is available 'on time' and 'on quality' for projects large or small.

**Tracy Venter** Project Manager

**P:** 021 194 6284 | **E:** TracyV@hampden.co.nz

Coming from South Africa with over 15 years experience in project management, Tracy brings a high level of skill with her ability to manage all commercial and operational aspects of the project with careful consideration to ensuring safe work practices and customer satisfaction. Adept at building and maintaining strong relationships with all involved in the project, from stakeholders to the men and women on the ground.

**Scott Mills** Operations Manager

**P:** 029 201 2004 | **E:** Scott@hampden.co.nz

A skilled operator with high energy levels, Scott is an excellent communicator who likes to keep everyone well informed throughout each step of the project. Scott has a knack relating well with practical and logical thinkers and can overcome difficult situations to achieve the best outcome. When his phone is not ringing, and you can't hear his laugh, you will find him engaged in the detail. Goes the extra mile to get things done.

**Dave Doidge** Business Development Manager

**P:** 021 281 2564 | **E:** Dave@hampden.co.nz

Dave has been in the building and construction industry for over 35 years. A builder by trade then moving into Sales, B.D.M & Management roles in NZ and in Australia.

With his practical background and personable character gives Dave an excellent ability to develop and maintain strong relationships with all stakeholders including clients and specifiers through to the teams in the field. He provides leadership to our commercial team and can offer tailored solutions and the support needed on projects that require a little extra care.



Graham Killip **Finance Director**

**P:** 021 766 330 | **E:** Graham@hampden.co.nz

Graham is C.A. qualified with a BCom from Auckland University. He joined the Company in 2009 bringing his financial and commercial skills built up over many years in a number of international listed companies.

He adds depth to the management team from a compliance and legal perspective and also enjoys getting onto site when needed.

## Service Delivery Methodology

Hampden has robust systems and procedures for managing each project through to successful completion:

- **Project Site Visit** The Hampden team undertakes a detailed site visit with the client to accurately assess the scope of work to be undertaken. This includes detailed site photography to ensure all relevant aspects of the project are identified and covered.
- **Product Recommendations** Hampden will provide all relevant product/solution options based on its many years of experience on fencing projects. Recommendations will cover:
  - All products specified by the client
  - Any alternatives that may satisfy requirements better, or more cost-effectively
- **Quote Acceptance** No work will be undertaken until such time as a quote is formally accepted
- **Site Inspection Checklist** A Site Inspection Checklist must be completed for every new job, on every new site. This helps to define the characteristics of the site that could have an impact on the health & safety of workers or members of the public, and what will be needed to eliminate, isolate or minimise any hazards.
- **Pre-Dig Processes Checklist** No excavation takes place without a completed Pre-Dig Checklist, which helps to remind the team of identified issues, so they can commence operations safely.
- **Building:** Work to be undertaken as outlined, ensuring effective communication with the client and all other relevant stakeholders throughout the duration of the project.
- **Job Completion, Quality and Safety Checklist** A quality assessment is completed by our site operation manager and a Job Assessment Checklist is to be undertaken by the client at job completion and will cover quality of the fencing, behaviour of Hampden staff, safety of work processes, responsiveness, and willingness to recommend Hampden to others.



## Managing Project Scope

Hampden prides itself on having sound systems for managing the scope of each project. All Project Quotes provide detailed descriptions, clear pricing and a breakdown of all relevant supporting information. A complete set of Notes and Tags are provided in every instance, showing any exclusions from pricing and all related correspondence is attached. Trading Terms, Credit Applications, Quote Acceptance forms and full contact details are provided.

## Managing Quality

Hampden is committed to quality and this is evidenced through our rigid quality control measures that are in place to ensure all outputs are fit for purpose at all times. Our three-step approach to quality assurance is as follows:

1. Fabrication Team Quality Sign-Off
2. Project Management / Operations Team Quality Sign-Off
3. Client Sign-Off

## Managing Schedule and Budget

Hampden works hard at building strong supplier relationships and as a result we are able to better control the delivery of its products and materials. A range of our products are manufactured and fabricated locally, therefore Hampden is able to ensure supply of its core products at all times.

Hampden also offers a highly experienced in-house fabrication team which means greater scheduling ability quality control, and flexibility. Hampden works hard to ensure all projects are delivered on time and on cost.

## Sponsorships

Proudly sponsoring Westpac Rescue Helicopter & Mills Motorsport







## Quality Policy

Quality is one of Hampden's Core Values and is the key to our overall success.

We are committed to continuously improve and to be leaders in our industry of quality to meet and exceeding customers and other stakeholders' expectations.

### **Hampden delivers on Quality by**

- Producing accurate and precise products and solutions on time, first time
- Measure, manage and continuously improve our performance
- Retain and develop professional staff to carry out our processes effectively
- Select suppliers who share the same objectives and values on quality
- Promote a culture of quality awareness and commitment

### **Our rigorous three stage approach to quality assurance is as follows:**

1. Fabrication Team Quality inspection and Sign-Off before leaving for site
2. Suppliers Quality Sign-Off
3. Project Management / Operations Team Quality Sign-Off

Our team can and will adapt to meet any specific project requirements

At Hampden we build quality into everything we do so your project will stand the test of time.

**Kristian Baldwin** Managing Director

25<sup>th</sup> August 2021



# HEALTH & SAFETY

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## Health & Safety Commitment

At Hampden, we put safety first and are continuously improving our processes for installation and the designs of the products we install. We engage with stakeholders end-to-end to make sure our products and people are safe and are accredited up-to-date with all major bodies.

Hampden has a commitment to ensuring all of its workforce is trained in all relevant Health & Safety matters, follows good Health & Safety procedures and understands their personal Health & Safety responsibilities. All Hampden staff undergo a Health & Safety induction upon commencing employment with the company. All on-site installers hold a current Site Safe passport, in addition to first aid, truck licenses and other certified training where appropriate.

## Health & Safety Systems

Hampden has a comprehensive Health and Safety policy that includes a Site Installation Safety booklet, that all teams carry. Our Health & Safety Systems include:

- **Weekly Health & Safety Meetings** Every Monday morning our team meets to discuss current projects and outline any Health & Safety matters that relate to these projects. This will include discussing the results of any Health & Safety Spot Inspections (Trucks, Equipment), Incident Reports and Serious Injury Reports.
- **On-Site Health & Safety** Prior to work commencing, Hampden (Project Manager or Estimator) will inspect the site with the client to ensure a full scope of work is defined and to identify all Health & Safety requirements. A Pre-Dig Checklist and Site Inspection Checklist will also be completed by the installation team leader on the day of works to formally recognise any site hazards and to introduce controls accordingly.
- **Team Safety Approvals** The Hampden team is Site Safe Approved and as required individual members of the team are Height Harness Approved. All Hampden staff are police vetted with the Ministry of



Justice and we undertake ongoing random drug and alcohol testing.

- **Site Inductions** All Hampden staff will attend site safety inductions as required by the client.
- **Hazards Management** Hampden has excellent procedures for effective hazard identification, assessment and management, including hazardous substances.
- **Accident Reporting** All accidents at Hampden and on site are reported, and communicated throughout the business, to ensure the team learns from the incident.
- **Emergency Procedures** Emergency procedures are in place to identify and manage emergencies including hazardous materials and substances, including full Accident & Emergency contact lists.
- **Inspections** Spot inspections are undertaken to ensure all members of the Hampden Team are using Pre-Dig Checklists and Site Inspection Checklists properly.
- **Training** Hampden is committed to keeping Health & Safety at the forefront of its business and therefore training renewals and reviews for all staff are compulsory.

## Health & Safety Affiliations

Hampden aligns itself with independent and accredited safety organisations to stay at the forefront of the industry for Health and Safety best practice. Hampden is a long standing Site Safe Member, is audited and holds an ACC Workplace Safety Management Certificate.

## Accreditations





## Health and Safety Policy Statement

Hampden Ltd is committed to ensuring full compliance with all current versions of the Health and Safety at work Act, Codes of Practices and any other relevant Standards, Guidelines or Legislation.

To meet this commitment Hampden Ltd will provide healthy and safe working conditions for all staff, contractors, visitors and members of the public at this or any other company-controlled site.

### **This is to be achieved through commitments to:**

- Consultation between management, and staff members in health and safety management and practices in the workplace.
- Conducting health and safety committee meetings monthly and workplace and /or toolbox meetings weekly. These meetings shall consist of management and staff to present and review any issues. (In the case of a serious harm accident see accidents section cover page).
- Annual reviews of management performance against health and safety responsibilities and performance.
- Providing the appropriate training for senior management and staff in health and safety awareness, understanding, management and responsibilities.
- Take all practicable steps to eliminate or minimize workplace hazards and to provide all personal protective equipment for staff to wear where applicable.
- To provide a safe working environment for all staff and any others that may come into contact with Hampden and their activities.
- An annual self-assessment of our Health and Safety System by management and safety representatives setting objectives, plans and performance measures with targets, set so that we can make continuous improvements to our system.
- Ensuring all staff are committed to health and safety and aware of their responsibility to provide a safe work environment for themselves and each other.
- Accurately reporting and recording of all workplace incidents, near misses and accidents and identifying appropriate follow-up to avoid reoccurrence.
- Supporting and promoting fit to work practices and a safe and early return to work, when possible, of any injured staff through prompt treatment and active rehabilitation.
- Appointing a senior manager with specific responsibility to co-ordinate health and safety in the workplace.
- Provision of resources to accomplish these goals.

Kristian Baldwin **Managing Director**

Feb 2021



# ENVIRONMENTAL

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## Environmental Ambition

Hampden has a commitment to enhance the environments it works in. It's aim is to leave all work sites in a clean and tidy condition with the project completed on time and to specification.

## Site Care and Responsibility

Our Installation teams are ultimately responsible for cleaning all sites and ensuring hazardous materials are carefully managed during the project and removed before completion. Team Leaders are tasked with making final checks by walking the site ensuring both the finished product and the surrounding environment are left clean, tidy and safe.

## Vehicles

Hampden is committed to minimising its impact on the environment and this has been reflected in changes to the way in which we use vehicles in our business. Running smaller vehicles and using better planned bulk deliveries has cut down fuel use and our time on the roads. Materials for larger projects are grouped together and delivered in a single run on a larger truck with an on board crane. Improved planning has also seen further significant reductions in vehicle maintenance costs.

## Environmental Policy Statement

Hampden Limited endeavour to minimise any Environmental impact when working on sites and take this responsibility seriously and follow the 8 key points below.

1. Spill kits will be on hand with staff trained on how to use them.
2. Store hazardous substances appropriately.
3. Minimise waste through reuse, recycling, and responsible procurement.
4. Always look to minimise our environmental impact on the community.



5. Report all unsafe environmental behaviour, incidents and near misses.
6. Keep all sites tidy and ensure all litter/rubbish is removed regularly.
7. Use appropriate erosion and sediment control measures to protect waterways.
8. Do everything we can to reduce dust / noise generation.

Senior Manager responsible for the sponsoring of Environmental matters and communicate the latest issues and discuss in our monthly H&S Meetings.



## Example of Environmental Consideration

### **Pikes Point Refuse Station - Onehunga**

Pikes Point is an area of land in Onehunga Auckland beside the Manukau Harbour. Due to the assortment of rubbish dumped at this site over the years including asbestos-laden materials no holes were allowed to be drilled due to the potential contamination.

A solution was required where the fence posts could be concreted in the ground but no material under the clay top layer disturbed. Hampden designed and fabricated a large punch which was attached to a 20 tonne excavator. The holes were punched through whatever material was on site including obstacles like old car bodies and the fence posts concreted into place sealing the site and preventing any contamination. As an added precaution every hole that was not concreted that day was covered so in the event of rain no hazardous materials could leech into the harbour.



# WHY HAMPDEN?

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## Total Quote Transparency

Hampden prides itself on presenting the most detailed and user-friendly quotes in the New Zealand fencing industry. We believe that it is only with this level of detail that our customers are able to have total confidence in the accuracy of the products we are quoting. Only then can they genuinely know that they are comparing apples with apples – and that those products are the best fit for their project.

## Total Project Warranty

Hampden has a rich heritage of delivering reliable and secure fencing and gate solutions to commercial, industrial and infrastructural customers throughout New Zealand. Hampden is committed to only offering fence and gate products of the very highest quality. It is this commitment that gives us the complete confidence to offer a comprehensive Hampden 10 Year Post to Post Promise on the quality and workmanship on every project we complete.

## Product Warranties

Most of our products, in their own right, offer comprehensive warranty cover against fault. These vary according to the product and their intended use/environments. To ensure longevity of the products installed by Hampden we offer a Preventative Maintenance Contract on Automation and HotFence Electric Security Fences.

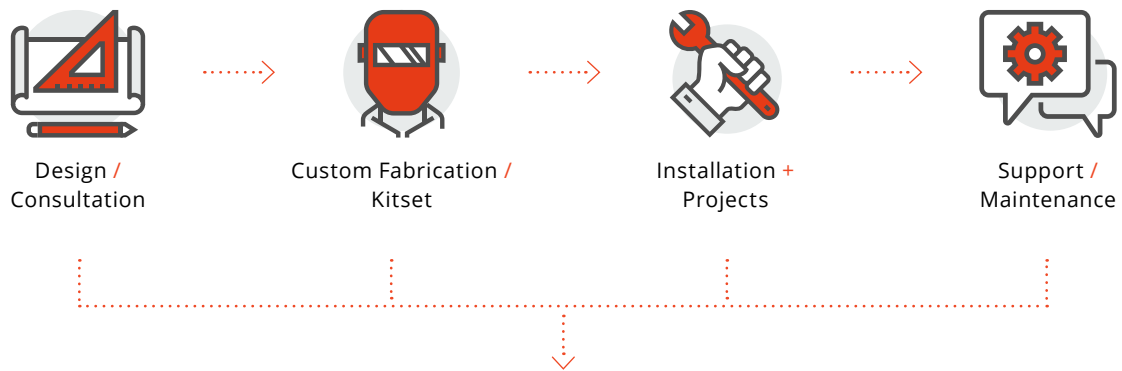
By locking in a scheduled service of the equipment early you will limit any costly repairs and maximise the longevity of your investment. This ensures the equipment continues to perform reliably and most importantly by having a scheduled maintenance programme it will take care of a key aspect of your Health & Safety responsibilities.

Unlike your front gate it can be quite difficult to tell if your electric fence isn't working. This occurs due to earthing issues. As plants grow along the fenceline they earth the wires and drain away the charge. Same with poor earthing. Soil conditions change and your earth might not be properly functioning any more. By some estimates up to 70% of electric security fences don't actually work after 5 years. The good thing is that regular maintenance fixes this easily and with low cost.



## The Hampden Advantage

The cumulative experience in Hampden is unparalleled in the NZ perimeter security industry. Over 50 years we have fenced 12 prisons, more than 250 schools protected, 8000 gates installed, and over 5000 sites secured. We've grown and we've learnt. We leverage our accumulated wisdom to create great perimeters for our customers. We design, we fabricate, we install and we maintain. And we offer these services individually or as a full solution.



## Turnkey Perimeter Security Installation



### Turnkey Perimeter Security Installations

If 50 years' experience in making and installing fence and gate has taught us one thing its that the earlier we are involved in a project the better the outcome. Full turnkey solutions is where we really get to show our skills and give our customers the best value. We take the project from design concept right through to fully installed and serviced giving our customers peace of mind that specification, costs and schedule are fully under control.

### Consultancy Services

#### Expert Consultants in Premium Security and Perimeter Protection

Hampden draws on 50 years of experience to offers an end-to-end security and perimeter protection consulting service. We deliver tailored solutions to a wide range of clients public and private. If you need advice in the critical early stages of design and planning, you'll find our expertise can reward you with significant dividends in delivering a successful project in terms of both function and cost.





Our involvement in the design process means we often work closely with key stakeholders, consultants, architects, engineers, head contractors and even the end-client.

### **Custom Fabrication**

Hampden specialises in custom fabrication as well as complex projects and has a range of experience in regional prisons, Auckland Zoo exotic species enclosures, national infrastructure rail and road fencing, high-security national distribution centres, as well as schools. We offer tailor made security packages to suit your prospective project.

### **Kit-Set Supply**

Access Hampden's extensive experience and expertise from anywhere with our Kit-Set Supply service. Draw on our skilled fabrication team to provide you with a complete, ready-to-go package of the highest quality. You can also call on our Consultation Service and in-house design people to ensure you get the best possible outcome for your high security project.

### **Product Support + Maintenance**

All our products are built to withstand the test of time. However, any prudent owner will look to extend the life of such important and integral security assets by signing up to a maintenance plan to reduce the likelihood of breakdowns. This helps ensure the equipment is safe to operate and that key aspects of your Health and Safety requirements are taken care of.

Hampden recommends regular maintenance on all automated equipment.

#### **Regular maintenance is essential for:**

- Limiting costly repairs
- Maximising the longevity of your investment
- Ensuring equipment continues to perform reliably
- Meeting manufacturer's guidelines and warranties

#### **Hampden Fence & Gate Repairs**

Hampden is well equipped to help with any one-off fence and gate repairs as required. We also provide ongoing preventative maintenance programmes to ensure your fence and gate installations remain in the best possible condition and good working order.



# TESTIMONIALS

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Hampden's reputation is built on its ability to consistently meet all project commitments and deadlines. Below are a number of testimonials that provide evidence to this effect.

*"Auckland Zoo has engaged Hampden on two recent projects, the Cheetah habitat and the Male Tiger enclosure including main containment fencing and electric fencing. The Tiger enclosure is unique and Auckland Zoo had the confidence in Hampden to manufacture and install this complicated structure. Hampden's project management and direct involvement during design and construction helped ensure the success of the project and resulted in trouble free construction of this unusual structure. Thanks to Hampden Auckland Zoo can ensure that its new animals are contained in their new, safe and secure habitats."*

**Andrew James**

Asset Manager, Auckland Zoo

*"The site work on our security upgrade project was professional and quality was great. The contracts, performance bonds and commercial terms were easy to arrange. Overall the Hampden team was excellent to work with."*

**Kristine Mansfield, Glen Mouchie**

Engineering Managers, NZ Steel

*"We had your site team turn up as promised - they represented your company in a most professional way and did everything we asked. If these employees are typical of your team I congratulate you. You have excellent people. Again, it is a pleasure to be associated with such a service driven company."*

**John Bedogni**

Founder of Metropolitan Glass, Auckland

*"Hampden carried out a challenging scope of fencing and gate work on the new Tongariro Prison Cedar Unit without any delays and to a high standard of quality. They are good people to deal with and they follow through on their project commitments."*

**Kevin Mackie**

Hawkins Construction, Rotorua

*"Hampden provides a quality product and they are prompt and efficient. They were always onsite when we needed them."*

**Colin Rundle, PM**

Manukau Police HQ

*"Great service, polite men and super-fast work this is just what we wanted."*

**Jackie Carson**

Dannemora Kindergarten



*"Hampden Fence managed all aspects of the fencing and gates on 3 sections of the Waterview Connection project for us, with dedicated teams on each of these North, South and Shared Pathway areas. Their experience, expertise and professionalism was invaluable trust to deliver on projects of significance such as the Waterview Connection."*

**Ashneel Lal**

Project Engineer, Well Connected Alliance

*"We've had a long association with Hampden Fence over the years and they always exceed expectations. Security fencing and gates systems in a high-risk environment need to be fit for purpose, there can be no mistakes. Hampden Fence always delivers."*

**Rhys McKenzie**

Project Engineer, Arrow International

*"They stepped up brilliantly when we needed them to, and we were able to open the new Motorway on the 15th of May, the date we had to commit to back in 2008"*

**Mr. Dickens**

Fulton Hogan

*"Wilson+Hurst works with Hampden Fence because they offer highly specialised knowledge and equipment to assist us with testing and difficult requirements. Their in-depth knowledge is invaluable for these kinds of specialist high-security projects. They understand what is required to address the unique security challenges that high-security sites present, and we are able to rely on their experience and expertise to deliver the right products for each challenge."*

**Vaughan Wilson**

Director, Wilson+Hurst

*"We were really pleased with the work Hampden did for us," explains Tim Strawbridge, Project Director, of Fosters Construction. "The project had a requirement for a large acoustic fence and automated gates - we struggled to find a company willing to look at this project for us due to the complexity. Hampden took care of the design, fabrication and installation of the large 800kg acoustic gates for the loading bay. The entire project was extremely well-executed from a time, quality and cost prospective. The ease in which these massive gates operate in what is a designated a high wind zone is testimony to the capability of the team at Hampden."*

**Tim Strawbridge**

Project Director

*"The Royal New Zealand Airforce Base had a need for a Public Protection fence along their runways, while still maintaining all secure access points for emergency and operational vehicles and personnel. Hampden provided fit-for-purpose solutions to complex requirements. They designed detailed shop drawings, custom fabrication of products and completed the installation with timely communication and a proactive approach to H&S protocols. I look forward to working with Hampden on the next project."*

**Eddie Hayman**

Project Manager, Fulton Hogan

*"The Hampden team were required to attend site on 6 occasions over a two-month installation window, and were able to complete each phase of work on time ensuring our commissioning continued on schedule. Dexion always get a great outcome when we use Hampden because they have good guys with excellent skills. It's great we can count on that reliability on a large project of this scale."*

**Bob Keenan**

Project Manager, Dexion