

# GAP CLOSURE PLAN

GCP-RC-2026-01

Starting gaps · What was produced · What remains open

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June 2026

12 compliance gaps audited at starting state | Haughton Pipeline readiness target

|                                      |                                             |                                       |
|--------------------------------------|---------------------------------------------|---------------------------------------|
| 6 Closed                             | 3 Partial                                   | 3 Open                                |
| Documents built — gap fully resolved | Roadmap or draft stage — action to complete | Not yet addressed — prioritised below |

| #  | Gap                           | Category   | Status    |
|----|-------------------------------|------------|-----------|
| 1  | WHS Management System         | Compliance | ● Closed  |
| 2  | Public Liability — Expired    | Insurance  | ● Closed  |
| 3  | Professional Indemnity — None | Insurance  | ● Closed  |
| 4  | Plant Insurance — E07/E08     | Insurance  | ● Closed  |
| 5  | LinkedIn Profile — 40%        | Commercial | ● Closed  |
| 6  | Capability Statement — None   | Commercial | ● Closed  |
| 7  | Quality Management System     | Compliance | ● Partial |
| 8  | Environmental Management Plan | Compliance | ● Partial |
| 9  | Prequalification Panels — 0   | Commercial | ● Partial |
| 10 | ISO 9001 Certification        | Long-term  | ● Open    |
| 11 | DCWC Prequalification         | Long-term  | ● Open    |
| 12 | QBCC Licence Category         | Compliance | ● Open    |

## Section 1 — Closed Gaps (6 of 12)

The following six gaps from the starting state audit are fully resolved. Supporting documents have been produced and are ready for tender and prequalification submission.

| 1              | WHS Management System                                                                                                                                                                | ✓ CLOSED |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Before:</b> | No formal WHS system — "common sense" safety only. Zero documents.                                                                                                                   |          |
| <b>After:</b>  | ISO 45001-aligned WHS Policy Framework built (3 documents). Psychosocial hazards covered under ISO 45003:2021 and WHS Amendment Reg 2022. WHS status upgraded from Code A to Code C. |          |
| <b>Files:</b>  | redstone-civil-c2-whs-policy-statement.pdf · redstone-civil-whs-policy-overview.pdf · redstone-civil-psychosocial-risk-register.pdf · redstone-civil-c1-compliance-standards-map.pdf |          |

| 2              | Public Liability Insurance — Expired                                                                                                  | ✓ CLOSED |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Before:</b> | GIO \$10M policy expired 30/06/2025. Critical blocker for any application.                                                            |          |
| <b>After:</b>  | Renewed with QBE Insurance — \$20M sum insured, current to 30/06/2027. Policy No. PLQ-2024-RC-8891. Meets Tier 1 minimum requirement. |          |
| <b>Files:</b>  | redstone-civil-insurance-register.pdf (V2 — policy confirmed)                                                                         |          |

| 3              | Professional Indemnity — Not Held                                                                                                                                 | ✓ CLOSED |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Before:</b> | PI not held. Required for McConnell Dowell, John Holland, and all contracts above \$500K.                                                                         |          |
| <b>After:</b>  | \$5M Professional Indemnity added — Chubb Insurance Australia, Policy No. PIC-2026-RC-4417, current to 30/06/2027. Retroactive cover from 2014. Tier 1 compliant. |          |
| <b>Files:</b>  | redstone-civil-insurance-register.pdf (V2 — PI row, green badge)                                                                                                  |          |

| 4              | Plant Insurance — E07 and E08 Uninsured                                                                                           | ✓ CLOSED |
|----------------|-----------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Before:</b> | Water truck (E07) and compaction roller (E08) had no insurance coverage.                                                          |          |
| <b>After:</b>  | Both items added to Shannon's Commercial fleet policy COM-2026-RC-7291. All 8 plant items now insured. Total fleet value \$2.14M. |          |
| <b>Files:</b>  | redstone-civil-insurance-register.pdf (V2 — plant section)                                                                        |          |

| 5              | LinkedIn Profile — 40% Incomplete                                                                                                                                                           | ✓ CLOSED |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Before:</b> | 40% complete. No photo, no About, no skills, no recommendations, no featured section. Not visible to Tier 1 procurement.                                                                    |          |
| <b>After:</b>  | 100% All-Star status achieved. Profile photo, 1,820-character About section, 20 skills across 4 categories, 3 recommendation scripts, 3 Featured items pinned. Procurement keywords active. |          |
| <b>Files:</b>  | redstone-civil-linkedin-allstar-after.pdf · redstone-civil-mark-redstone-linkedin-copy.pdf · redstone-civil-mark-redstone-value-proposition.pdf                                             |          |

| 6              | Capability Statement — None                                                                                                                    | ✓ CLOSED |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| <b>Before:</b> | No formal capability statement. Using a basic 1-page quote letterhead only.                                                                    |          |
| <b>After:</b>  | Full capability statement produced with services overview, project evidence, plant register, and differentiators. Ready for tender attachment. |          |
| <b>Files:</b>  | redstone-civil-capabilities-statement.pdf · redstone-civil-capacity-statement.pdf                                                              |          |

Section 2 — Partially Closed (3 of 12)

These three gaps have a document or roadmap produced but require further action before they are fully resolved. None are hard blockers — they are compliance milestones on the path to Tier 1 panel eligibility.

|            |                                                                                                                                       |           |
|------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 7          | Quality Management System                                                                                                             | ■ PARTIAL |
| Before:    | No QMS. No ISO 9001 certification. No documented quality plan or ITPs.                                                                |           |
| Produce d: | ISO 9001 readiness roadmap documented in the Compliance Standards Map. Identifies the gap clearly and maps the path to certification. |           |
| To close:  | Produce a quality plan and initial Inspection and Test Plan (ITP) templates. Engage a JAS-ANZ accredited auditor for gap assessment.  |           |
| Ref:       | redstone-civil-c1-compliance-standards-map.pdf                                                                                        |           |

|            |                                                                                                                                    |           |
|------------|------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 8          | Environmental Management Plan                                                                                                      | ■ PARTIAL |
| Before:    | No formal EMP. Erosion and sediment controls used on site but not documented.                                                      |           |
| Produce d: | EMP roadmap included in the Compliance Standards Map. Key environmental controls for NQ civil earthmoving are identified.          |           |
| To close:  | Produce a site-level EMP template covering ESC, dust, hydrocarbons, and waste management. Required for Houghton Pipeline packages. |           |
| Ref:       | redstone-civil-c1-compliance-standards-map.pdf                                                                                     |           |

|            |                                                                                                                                                                     |           |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 9          | Prequalification Panels — 0 Registered                                                                                                                              | ■ PARTIAL |
| Before:    | Not on TCC, DTMR, HSC, or any Tier 1 contractor panel.                                                                                                              |           |
| Produce d: | McConnell Dowell NQ prequalification draft is complete and ready to lodge. CQMS Raize registration is active. Five physical items pending before portal submission. |           |
| To close:  | Resolve 5 pending items (insurance CoCs, CQMS certificate, ticket copies). Lodge McConnell Dowell application. Target Fulton Hogan and John Holland next.           |           |
| Ref:       | redstone-civil-mcconnell-dowell-prequalification-draft.pdf                                                                                                          |           |

Section 3 — Open Items — Prioritised Action Sequence

The following items are not yet addressed. They are sequenced by urgency — items that block immediate submissions first, then compliance milestones, then medium-term certification goals.

|                                     |                                                                                                                                                                                                                                                                                                                                                    |                      |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| Before Lodging Any Live Application |                                                                                                                                                                                                                                                                                                                                                    | Days 1–7 · Zero cost |
| 1                                   | <b>Download Four Insurance Certificates of Currency</b><br>Log in to QBE, Chubb, WorkCover QLD, and Shannon's Commercial portals. Download current Certificates of Currency for all four policies. Verify expiry dates are valid at submission time. Attach individually. Ref: redstone-civil-insurance-register.pdf (policy details in Section 4) |                      |
| 2                                   | <b>Download CQMS Raize Prequalification Certificate</b><br>Log in to CQMS Raize portal and download the current prequalification certificate or profile summary. Some portals accept a URL — check McConnell Dowell portal requirements before lodging.                                                                                            |                      |

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**Compile Personnel Credentials PDF**

Scan and compile into a single PDF: excavator tickets (100T and 20T), grader ticket, HR licences, TC licences, White Cards, and First Aid certificates for all named crew. One file, clearly labelled per person.
- 4

**Confirm Payment Terms Against Client Portal**

Daily Rates Schedule RC-RATES-2026-01 quotes 14-day payment terms. TCC and most Tier 1 contractors operate on 28–35 days. Confirm before signing. Accountant to advise on cash-flow impact at \$1.5M–\$3.5M scale. Ref: redstone-civil-daily-rates-schedule.docx

| Month 1     |                                                          | First 30 days after documents are assembled                                                                                                                                                                                                                                                                                                 |
|-------------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5           | <b>Lodge McConnell Dowell Prequalification</b>           | Five pending items resolved (Sprint 1). Log in to McConnell Dowell procurement portal and upload the prequalification draft with all 25 attachment documents. Confirm portal requirements — some require native form responses, not PDF upload. Ref: redstone-civil-mcconnell-dowell-prequalification-draft.pdf                             |
| 6           | <b>Lodge CSQ Grant Application</b>                       | Grant application is draft-complete. Accountant letter is built. Enrol with a CSQ-approved RTO to confirm funding quota availability before lodging. Attach: enrolment confirmation, identity documents, employment evidence for all 6 participants. Ref: redstone-civil-b6-csq-grant-application-final.pdf                                 |
| 7           | <b>Verify QBCC Licence Category</b>                      | Confirm the QBCC licence is in the correct category and financial level for the scope of work on Haughton Pipeline packages. An incorrect licence category is an automatic disqualification on Tier 1 portal submissions.                                                                                                                   |
| 8           | <b>Build Three Priority SWMS</b>                         | Site-specific Safe Work Method Statements are the primary missing item for WHS Code D. Priority three: (1) excavation and bulk earthworks, (2) deep trenching for drainage, (3) working adjacent to live traffic. Use the WHS Deep Research Reader as the reference standard. Ref: redstone-civil-whs-deep-research-reader.pdf              |
| Quarter 1   |                                                          | Months 2–3 · WHS Code D + additional panels                                                                                                                                                                                                                                                                                                 |
| 9           | <b>Complete Full SWMS Suite + Physical Risk Register</b> | Build the remaining SWMS documents and a Master Physical Risk Register covering all plant and site hazards. These two items, combined with the three Priority SWMS from Month 1, confirm WHS Code D status — the threshold for most Tier 1 panels including John Holland and Fulton Hogan. Ref: redstone-civil-whs-deep-research-reader.pdf |
| 10          | <b>Build Plant Pre-Start Checklists</b>                  | Daily pre-start safety checklists for all 8 plant items. Required by ISO 45001 and most Tier 1 site safety plans. Template from WHS Deep Research Reader sprint plan (Days 4–7).                                                                                                                                                            |
| 11          | <b>Register on DCWC Prequalification Scheme</b>          | Register with the Department of Transport and Main Roads prequalification scheme. Required for TMR-funded infrastructure packages and some HSC contracts. Estimate 4–6 weeks for assessment.                                                                                                                                                |
| 12          | <b>Apply to Fulton Hogan and John Holland NQ Panels</b>  | With SWMS suite and WHS Code D confirmed, apply to the next two Tier 1 panels. Fulton Hogan NQ: focus on road maintenance and pavement packages. John Holland: bulk earthworks and drainage for the Haughton corridor. Ref: redstone-civil-mcconnell-dowell-prequalification-draft.pdf (template for both)                                  |
| Medium Term |                                                          | 6–12 months · Certification and market expansion                                                                                                                                                                                                                                                                                            |
| 13          | <b>Produce Formal Environmental Management Plan</b>      | Upgrade from the roadmap in C1 Compliance Standards Map to a full, site-applicable EMP template. Covers ESC, dust, hydrocarbons, waste, and cultural heritage. Required for Lansdown Eco Industrial Precinct and all Haughton corridor packages. Ref: redstone-civil-c1-compliance-standards-map.pdf                                        |

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**Begin ISO 9001 Gap Assessment**

Engage a JAS-ANZ accredited auditor for an ISO 9001:2015 gap assessment. Start with a documented quality plan and ITP templates for earthworks and drainage. Certification typically takes 6–12 months. Required for contracts above \$2M on most Tier 1 panels.
- 15

**Update Business DNA — Code D WHS, ISO 9001 Progress**

Once SWMS suite is complete and ISO 9001 gap assessment is underway, update the Business DNA profile block to Code D WHS status. This flows through to improved outputs from all 7 tools automatically. Ref: redstone-civil-business-dna-profile.pdf

|              |                                                  |              |                                                           |                 |
|--------------|--------------------------------------------------|--------------|-----------------------------------------------------------|-----------------|
| 6 Closed     | 3 Partial                                        | 3 Open       | 0 Hard Blockers                                           | 15 Action Items |
| Document Ref | GCP-RC-2026-01                                   | Tool         | Application System — Showcase (Tool 7)                    |                 |
| Gaps Audited | 12 starting gaps · 6 closed · 3 partial · 3 open | Action Items | 15 across 4 sprint periods (Days 1–7 through 6–12 months) |                 |

Redstone Civil Pty Ltd is a fictional practice company for CDD 7 Tools training. All gap assessments, document references, and action items are illustrative.
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