Capability Statement

hasbuiltprojects.com.au

Acknowledgment of Country

Hasbuilt acknowledges the Traditional Custodians of Country throughout Australia, and we recognise the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past and present.

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We design and deliver workspaces that strengthen **connection, culture & results**

We design.
We build.
We transform.

We create environments that energise teams, spark ideas, and elevate performance. Thoughtful design, smart delivery, and a focus on people guide everything we do, turning workplaces into spaces teams are proud to be part of.

Who We Are

Hasbuilt designs and delivers workspaces that inspire and elevate teams, blending human-focused design with precise execution to create environments where people and ideas thrive.

Who We Are & Our Focus

Hasbuilt is a Sydney-based design and build firm creating workspaces that inspire, connect, and energise teams. We specialise in designing human-focused, future-ready environments that boost productivity, foster creativity, and support the wellbeing of everyone who uses them. Every space we create is tailored to meet the unique needs of our clients and their teams.

Experience & Approach

Since our founding in 2016, Hasbuilt has grown to a skilled team of 24 professionals, delivering commercial offices, corporate fitouts, and live operational projects across Sydney. From initial concept through to handover, we combine thoughtful design with smart, practical delivery, prioritising quality, safety, and client satisfaction on every project.

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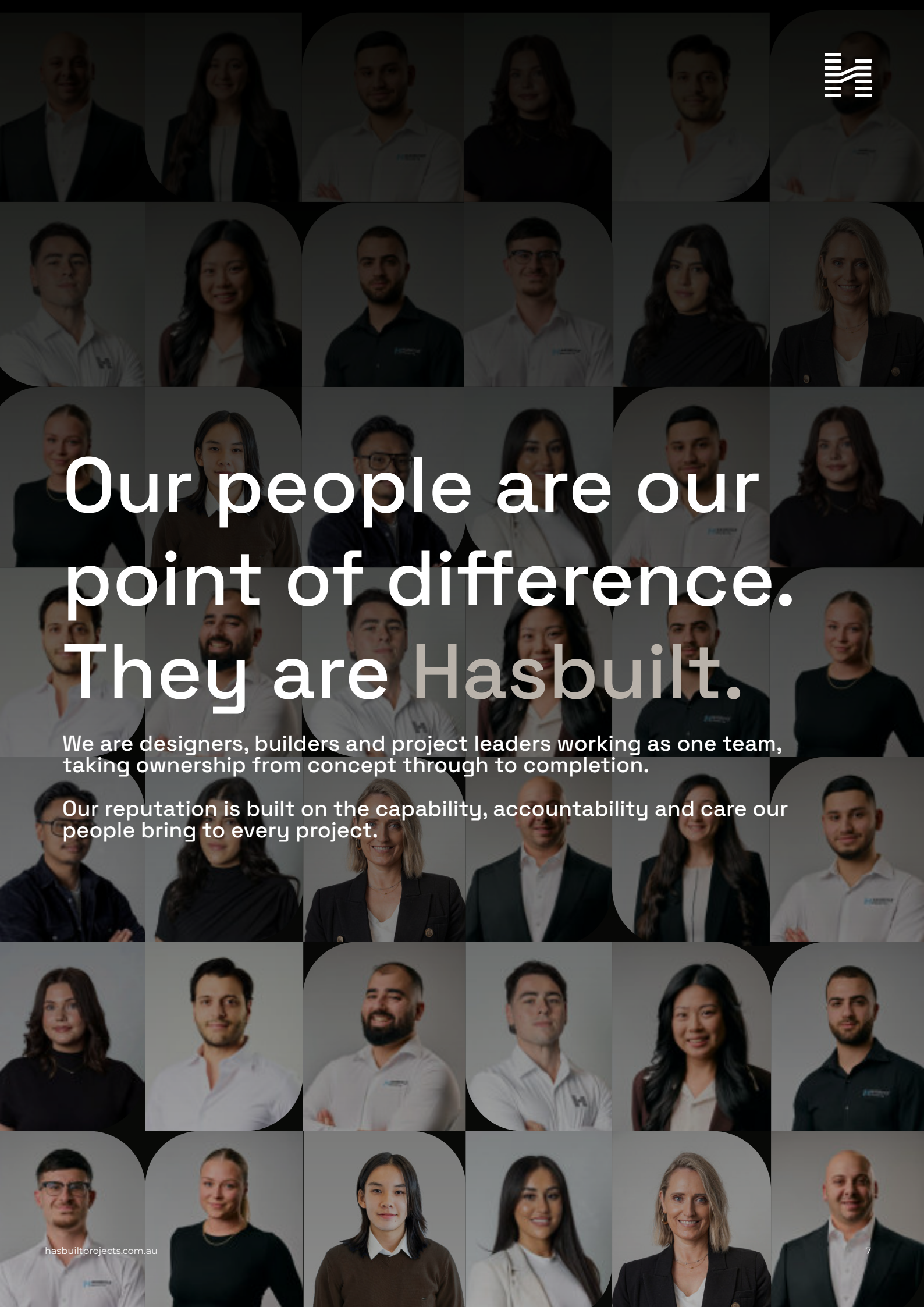
2016-2026



Our people are our point of difference. They are Hasbuilt.

We are designers, builders and project leaders working as one team, taking ownership from concept through to completion.

Our reputation is built on the capability, accountability and care our people bring to every project.

Key Personnel

Tony El-Hasrouny

Founder

Tony is an accomplished Design & Construct professional with over 15 years of industry expertise in commercial fit-outs and workplace environments. He brings deep project delivery expertise, combining a practical approach with a commitment to quality.

As founder of Hasbuilt Projects Pty Ltd, Tony has built a reputation for strategic leadership, practical problem-solving and delivering complex projects within tight timelines and controlled budgets. He combines technical expertise with commercial acumen, ensuring results and lasting client relationships.

Nicole Dwyer

Head Of Business Development

Nicole brings 14 years of experience across complex commercial fit-outs and furniture, spanning sales, design and project management. She specialises in delivering end-to-end solutions that balance design intent with cost, programme and buildability.

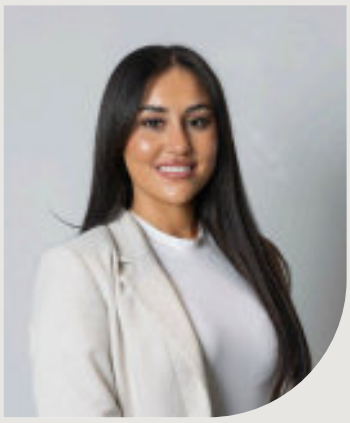
With a strong focus on client relationships, Nicole works closely with stakeholders to understand their requirements, develop tailored solutions and ensure projects meet expectations. Her commercial insight and collaborative approach help deliver practical, high-quality outcomes through project delivery.

Helen Nguyen

Business Development Manager

Helen specialises in commercial fit-outs, providing strategic oversight across feasibility, cost, risk and delivery. She ensures projects are delivered on time, within budget and to the required standards through clear coordination with stakeholders.

With a detail-oriented and solutions-focused approach, Helen supports clients throughout the project lifecycle, helping align project objectives with practical outcomes. Her focus on communication, collaboration and delivery ensures a smooth experience from initial planning through to project completion.



Luisa Lekkas

Business Development Manager

Luisa is a Business Development Manager, bringing experience across sales, account management and customer service. She takes a proactive, client-focused approach to building close relationships and identifying new opportunities.

Luisa works closely with clients to understand their needs, deliver tailored solutions and support their business objectives. Her commitment to communication, service and long-term partnerships fostering strong client relationships while contributing to business growth and successful project outcomes.

Why Engage Hasbuilt

Selecting the right delivery partner directly influences cost certainty, programme reliability, and overall project outcome. Hasbuilt operates as an integrated design and construction partner, providing clients with clarity, accountability, and commercial confidence from concept through to completion.

Single Point of Accountability

We operate as both design and construction partner, providing one accountable team from concept to handover. This alignment removes the disconnect between designer and builder, reduces scope gaps, and ensures the vision, budget, and programme remain aligned throughout the project.

Early Risk Identification and Management

Our methodology is structured and risk aware. We identify constraints early, including services coordination, authority approvals, landlord requirements, NCC compliance, and live environment considerations. Addressing these items upfront protects programme certainty and minimises costly surprises during construction.

Transparent Cost Planning

Our cost plans are grounded in live market data and active trade engagement. We provide clear breakdowns and structured value management options, allowing informed decisions without compromising design intent. Variations and programme impacts are communicated clearly and managed professionally.

Buildability Led Design

Design development is approached with construction methodology in mind. Details are resolved early, reducing redesign, minimising rework, and maintaining momentum on site. Strategic value engineering is proactive and disciplined.

Quality and Compliance Focused

Quality assurance is embedded from the outset. Our site management processes prioritise safety, compliance with Australian Standards and NCC requirements, and rigorous coordination within live environments.

Commercially Aligned Outcomes

We understand that a fitout is a business investment. Our approach considers staff performance, brand positioning, leasing appeal, and operational efficiency. The outcome is not simply a completed space, but a workplace designed to perform.

Hasbuilt delivers clarity, control, and confidence across every stage of the project lifecycle.

Core Services

Hasbuilt Projects brings expertise, precision, and creativity to every commercial workspace project we undertake. We specialise in delivering end-to-end solutions that balance design vision, practical construction, and operational realities. Our approach ensures projects are completed safely, efficiently, and to the highest standard, while creating spaces that inspire and perform.

Design

We provide standalone design services, with construction procured separately by the client.

Design & Construction

We manage both design and construction, streamlining communication and reducing delivery risk.

Early Contract Involvement

We engage early to advise on design, cost, program, and overall constructability

Construction Delivery

We manage trade packages or act as head contractor, taking responsibility for quality, safety, program, and overall project coordination.

Fixed Lump Sum

We deliver defined project scopes at a fixed price, transferring risk and encouraging efficiency.

Hybrid

We offer flexible approaches including joint ventures, progressive pricing, guaranteed maximums, and pre-qualified panels to optimise outcomes.

Our Added Value

Innovative & Efficient Solutions

Apply creative strategies and streamlined processes to solve complex challenges while optimising budgets and timelines.

Flexible & Collaborative Delivery

Adapt methods and schedules to meet client requirements, working closely with stakeholders for seamless project execution.

Sustainable Design & Technology

Implement energy-efficient, high-performance solutions using BIM and digital tools to enhance design, coordination, and tracking.

Proactive Risk & Quality Management

Anticipate risks, ensure safety, and deliver work that meets or exceeds industry standards and client expectations.

Transparent, Value-Driven Outcomes

Provide clear updates and focus on long-term benefits, efficiency, flexibility, and sustainability.

How We Approach Projects

Our Approach: Precision, Transparency, and De-Risked Delivery
At Has Built, we believe that exceptional design only succeeds when it is paired with financial certainty and technical integrity. Our "Risk-Averse" project methodology is designed to protect our clients from the common pitfalls of construction—budget blowouts, compliance failures, and scope creep.

What sets us apart is a structured, five-phase lifecycle built around core pillars:

Design-to-Budget
From the outset, Design, Estimating, and Delivery teams align on your goals. Using live market data and our CUBIT/NEXVIA platforms, concepts and documentation are developed to stay within your budget.

Transparent Process
Internal checks and roundtable reviews ensure proposals are cost-effective and buildable. Trade tendering is fully reconciled so you have clarity on scope and costs.

Client Hold Points
Critical review stages, including a Page Turn Meeting, let you approve every page of the construction package before works begin, ensuring full alignment with your expectations.

Technical & Compliance Assurance
Compliance and risk reviews, including PCA and Fire Engineering checks, are conducted early to prevent costly issues and support smooth approvals.

Long-Term Support
Scheduled post-handover check-ins at 3 months, 12 months, and 3 years ensure your space continues to perform as intended.

Our Process

Phase 00
Consult & Briefing

Consult Session
Client Brief and Design session obtain site data, CAD files, etc

Letter of Engagement
Formal agreement and budget sign-off to proceed to design

Project Deliverables & Return Brief
Provide client with key outcome from consultation process & timeline

Phase 01
Concept & Estimating

Concept Development
Design develops a 50% concept package including ideology and design language.

Scope Review
A review to ensure the concept hasn't "drifted" from the original brief and remains within the preliminary budget

Desktop Estimate
Estimators create the initial budget

Client Presentation & Review
Presentation of Concept and Estimate Proposal.

Phase 02
Design Development

Architectural & Services Development
Site Investigation & Documentation moves to 70% inclusive of FFE

Procurement
Sub-contract contracts and procurement process

Architectural & Services Development
Final 95% Construction Issue documents are prepared.

Phase 03
Pre-Construction

Client Presentation, Review
Presentation of Concept and Tender Proposal for Approval

Tender Proposal Development
Preparation, alignment of submission for review

Scope Alignment
Review Cost and scope in alignment with Documentation and adjust accordingly

Tender Close & Analysis
Estimating to review all Sub-contractor submissions

Tender Development & Issue
Estimating to finalise BOQ & SOW for Tender issue to Market. Review Prior to issue

DD Review & Co-ordination
Design & Service alignment to confirm scope has been reviewed and accounted for

Certification & Authority
Commence certification process and approvals with statutory stakeholders

Construction Package Page Turn
Client Page Turn Meeting for review and sign-off

Finalisation of Construction Package
Finalise and issue all approved drawings for construction

Phase 04
Construction

Finalisation of Procurement
All Sub- Contracts & PO's have to reviewed and issued to contractors

CDC Finalisation
CDC has been lodged and Issued to Client

Site Establishment
Set Up site and all associated works, checks and safety processes

Construction
Works delivered in accordance with the documented scope and required standards.

QA Assessment
Assessment to be reviewed and documented

QA Rectification
All documented assessment issues to be managed

Phase 05
Project Handover

Internal Review Task

Client Review & Input

Sectors We Work In

At Hasbuilt, we transform spaces that shape how people work, connect, and thrive. Across every project, we deliver with precision, creativity, and a strong commitment to quality.

Fitout & Refurbishment

We revitalise existing spaces to improve functionality, performance, and appearance. From targeted upgrades to complete transformations, we create environments aligned to your vision. everyday experiences.

Adaptive Reuse

We repurpose existing buildings into practical, modern spaces while respecting their original character. Our approach balances innovation with efficiency and sustainability.

Asset Renewal

We extend the life and value of assets through strategic upgrades and modernisation, improving performance while minimising disruption.

Asset Works

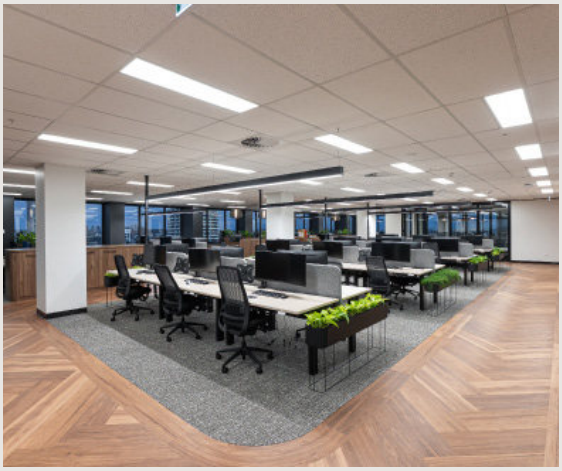
Delivering capital works that maximise investment value, we manage projects from concept through completion with precision and transparency. Hasbuilt's hands-on approach ensures every dollar works harder, supporting long-term operational success.

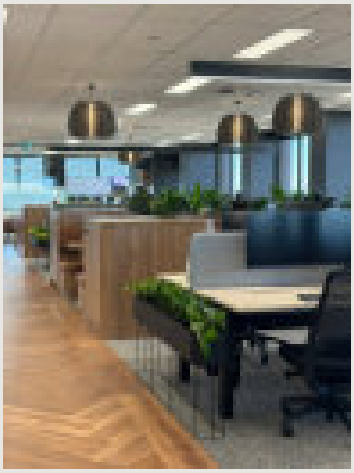
Case Studies

Harders

LOCATION	Sydney, NSW
PROJECT VALUE	$1.8million
SCOPE OF WORK	Client Fit Out
SIZE	865m²

For the Harders team, we transformed two existing tenancies into a cohesive, full-floor workplace that reflects the firm's evolving brand through considered spatial planning, refined materiality and bespoke detailing, whilst maximising the expansive Sydney Harbour views. Also upgrading the lift lobby, kitchens and amenities.





Home Suites

LOCATION	**Parramatta, NSW**
PROJECT VALUE	**$1.9million**
SCOPE OF WORK	**Speculative Fit Out**
SIZE	**1400m²**

Hasbuilt partnered with Home to deliver a design and construct residential project, featuring varied suite types with considered material and colour selections. The result is a cohesive, community-focused development aligned with the project's core values and intent.

Micro Suites

LOCATION	**Sydney, NSW**
PROJECT VALUE	**$1.5million**
SCOPE OF WORK	**Speculative Fit Out**
SIZE	**1200m²** (8 x 80-120sqm)

Hasbuilt partnered with CANJS under a full design and construct model to deliver a full-floor upgrade, including micro suites, services upgrades and a shared end-of-trip facility. The result is eight market-competitive designer suites, delivered through smart, cost-efficient design to create a flexible, high-quality space that enhances leasing appeal.

Speculative Fit Out

LOCATION	**Sydney, NSW**
PROJECT VALUE	**$2.2 million**
SCOPE OF WORK	**Speculative Fit Out**
SIZE	**1180m²**

Hasbuilt partnered with APG and Alkimi to deliver Terraform's 1,180m², two-floor fitout featuring six designer suites. The team preserved Alkimi's sophisticated design through value-engineered solutions, creating a dynamic, flexible space that combines striking aesthetics with functionality and enhances leasing potential.

Speculative Fit Out

LOCATION	North Sydney, NSW
PROJECT VALUE	$1.3 Million
SCOPE OF WORK	Speculative Fit Out
SIZE	860 m²

Hasbuilt delivered two speculative suites, each with a distinct design approach to attract a broad tenant market. One features warm, natural tones, while the other takes a bolder direction through colour and layout. Both include high-spec finishes, flexible workspaces, and collaboration zones, demonstrating how strong design and disciplined budget control create functional, appealing workplaces.

Dakota

LOCATION	**North Sydney, NSW**
PROJECT VALUE	**$750,000**
SCOPE OF WORK	**Tenancy Fit Out**
SIZE	**660 m²**

Hasbuilt designed and constructed a small tenancy fitout for Dakota, creating a contemporary industrial social space defined by clean lines, raw textures, and a refined, functional layout. The design balances exposed materials with warm finishes to create an inviting atmosphere, supporting informal meetings, team connection, and day to day flexibility.

Jacombs

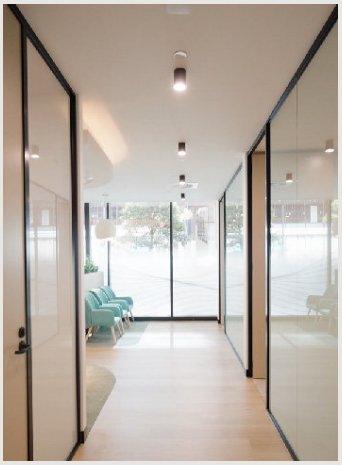
LOCATION	Sydney, NSW
PROJECT VALUE	$545,000
SCOPE OF WORK	Medical consult fitout
SIZE	380m²

Hasbuilt delivered the Jacombs project through a design and construct approach, managing the process from concept to completion. The outcome is a functional, cost-effective workspace aligned with the client's needs, balancing quality, efficiency and program.

Ashley & Martin

LOCATION	**Everleigh, NSW**
PROJECT VALUE	**$300,000**
SCOPE OF WORK	**Medical consult fitout**
SIZE	**150 m²**

Hasbuilt designed and delivered Ashley & Martin's new street-level space, creating a medical-style fitout that combines functional layouts, quality finishes, and a welcoming aesthetic. The space enhances client and patient experience, supports staff performance, and reflects the brand, showcasing Hasbuilt's expertise in design-led, client-focused fitouts.



Medical Consult, Burwood

LOCATION	**Burwood, NSW**
PROJECT VALUE	**$240,000**
SCOPE OF WORK	**Medical consult fitout**
SIZE	**109 m²**

A medical consult suite within a Burwood building, thoughtfully designed around the way the doctor practises. A calm palette of blue-grey and tan flows through the reception, waiting and consult spaces, while coastal artwork adds warmth and cohesion throughout. The result is a welcoming, considered environment that supports both patient comfort and everyday functionality.

Our Clients

Hasbuilt partners with a diverse range of clients across commercial, corporate, and institutional sectors. We work closely with each client to understand their goals, delivering tailored solutions that balance design, functionality, and efficiency.

Our collaborative approach ensures every project not only meets expectations but strengthens long-term relationships built on trust, reliability, and exceptional results.

gpt

Cadigal

mirvac

dexus

MERCER PROPERTY

Colliers INTERNATIONAL

Jones Lang LaSalle

Charter Hall

canjs

Haskoning

lendlease

CBRE

walker

CAPITAL CORPORATION

dakota GROUP

Policies & Systems

At Hasbuilt Projects, our commitment to excellence is built on strong policies, systems, and processes that guide every aspect of our work. They ensure safety, quality, compliance, and accountability are consistently maintained, giving clients confidence that their projects are in capable hands.

Key Policies

Our policies set the standard for professionalism, integrity, and workplace safety:

Code of Conduct

Promotes ethical behaviour and professional standards across all team members.

Health & Safety

Ensures the wellbeing of our people, clients, and stakeholders on every site.

Drugs & Alcohol

Maintains a safe, responsible, and focused work environment.

Diversity, Equity & Inclusion

Fosters a workplace that values different perspectives and backgrounds.

Working With Children

Ensures compliance with legal obligations and safe practices in relevant projects.

Confidentiality

Protects sensitive client and project information.

Operational Systems

Our systems are designed to drive clarity, efficiency, and consistent project delivery:

HubSpot

Centralises client relationships, communications, and touchpoints, providing full visibility of opportunities and strengthening engagement.

PROCORE

Procore's construction management platform connects the site and the office. Gain the real-time visibility needed to deliver quality projects on time.

Breadcrumb

Digital construction safety software for Australian teams. Speed up inductions, track live attendance, manage permits & SWMS, and integrate with Procore.

Insurances

Hasbuilt Projects maintains comprehensive insurance coverage to provide our clients with confidence and peace of mind.

Our policies include public liability, professional indemnity, and workers' compensation, ensuring full protection across every stage of a project. By prioritising risk management and financial security, we safeguard both our team and our clients, reinforcing Hasbuilt's commitment to professionalism, reliability, and the successful delivery of every project.

Insurance	Expiry
Public Liability	31 / 03 / 2027
Workers Comp	31 / 12 / 2026
Professional Indemnity	31 / 03 / 2027

Copies available upon request.

Sustainability

At our core, sustainability drives every aspect of our construction practice. We are committed to delivering projects that not only meet client expectations but also minimise environmental impact and promote responsible resource use. By integrating forward-thinking strategies, innovative practices, and industry-leading standards, we ensure that every project contributes positively to the environment while maintaining efficiency, quality, and value.

Environmental Management

Environmental controls are implemented in line with EPA and local authority requirements. Site specific risk assessments guide measures such as erosion control, dust suppression, noise management, and spill prevention to ensure compliance and minimise impact.

Onsite Recycling and Waste Management

Waste is managed under a project Waste Management Plan, with materials separated at source to maximise recycling and reduce landfill. Licensed contractors track diversion rates to support measurable outcomes.

Sustainable Procurement

We prioritise low embodied carbon products, recycled materials, certified timber, and low VOC finishes. Suppliers are assessed against environmental performance criteria to ensure responsible sourcing.

Minimising Resource Use

Lean planning, accurate forecasting, and coordinated modelling reduce material waste and rework. Site water and energy use are monitored to improve efficiency throughout construction.

Associations

Hasbuilt actively participates in key industry groups to stay at the forefront of construction and design best practice. Our involvement demonstrates our commitment to professional development, sustainability, and advocacy within the built environment.

These associations provide access to the latest industry insights, networking opportunities, and collaborative initiatives, helping us deliver projects that are innovative, compliant, and aligned with sector standards.

NAWIC

Supporting diversity and development in the construction industry.

Green Building Council Australia

Advancing sustainable building practices and environmentally responsible design.

PROPERTY COUNCIL of Australia

Engaging with leaders in property and development to shape industry

Design Institute of Australia

standards.

RECONCILIATION AUSTRALIA

Promoting excellence and professional standards in design practice.

Supporting initiatives that promote reconciliation, cultural awareness, and Indigenous engagement.

Community Engagement

At the core of Hasbuilt's values lies a deep-rooted commitment to community engagement. We believe in creating shared value and operating in a way that generates meaningful impact in the communities where we work.

Community Involvement

Community engagement is a fundamental value that drives Hasbuilt at every level. Led by our directors, we actively foster partnerships with local businesses, sports institutes, and community organisations. These collaborations support a wide range of initiatives, from sponsoring local events to participating in charity fundraisers and providing pro bono services for community projects.

Key Sponsorships & Partnerships

Through strategic sponsorships and partnerships, Hasbuilt strengthens community connections while promoting social responsibility. Our approach ensures that support extends beyond financial contributions, creating lasting positive outcomes and demonstrating our commitment to building stronger, more resilient communities.

SCHF Sydney Children's Hospitals Foundation