



GSTEC

CAPABILITY STATEMENT 2021

Building Intelligence
Power Solutions
Automation

OUR VISION

And the guiding principles that drive our business

Where excellence in value, customer service, precision, design and delivery are at the very core of every single partnership, every single project, every single day.

OUR VALUES

- ▶ Ethical business practices, values and behaviour.
The foundations of our entire business philosophy and the business’s longevity.
- ▶ We support, listen to, and encourage staff – our most important asset.
Respectful communication as well as career and professional development are supported across all business units.
- ▶ We promote cultural and gender diversity across the business.
This is a reflection of our own personal values and puts the business on a strong footing for the future.
- ▶ We treat all of our clients and suppliers as partners.
We work with, and support them when and where they need it. Trust and consistency build long term relationships.



ETHICAL



SUPPORTIVE



DIVERSE



PARTNERS

OUR MISSION

GSTEC® remains an independent player in the electrical for mechanical and building automation markets, utilising a best-of-breed approach to provide our clients with custom solutions to suit their needs. Whether for Building Management Systems, HVAC control systems, energy monitoring and reduction projects, service and maintenance support, or engineering and auditing services, our focus is on client requirements, rather than the more traditional product-centric approach.

To achieve this, GSTEC® have developed alliances with suppliers capable of offering reliable and open technologies which give our clients the benefit of choice in the future.

GSTEC® uses in-house staff for all facets of the projects it undertakes; from design and engineering through to the installation and support phases. Our staff include engineers, control technicians, qualified electricians, trainees and electrical apprentices ensuring work quality and compliance with the relevant standards and codes.

GSTEC® is committed to maintaining a safe workplace and our long experience working in occupied buildings provides our clients with confidence that works are undertaken safely and with the lowest possible impact on building users.

OUR HISTORY

Our company has been operating in the Sydney market since 1981, working in the areas of electro-mechanical installation, electronic controls, switchboard construction, DDC/BMS design, engineering, supply and installation.

Over this time, key partnerships were formed with building automation suppliers, including Honeywell (1999) and Schneider (2007).

Formerly known as Greenstar Building Automation, our name and registered trademark were changed to GSTEC® in 2019. The ownership and structure of the company remain exactly the same, however the new name and branding better reflect the breadth of products and services provided by GSTEC® as well as our enduring commitment to growth and excellence.

OUR TEAM

Senior Management



Doug McMillan
Director & Sales Manager



Ian Sweeting
Operations Manager



Liam Casey
General Manager



Teri McMillan
Financial Officer



Greg Webb
Business Development Manager

Business Unit Managers

Andrew Bastoli
Commissioning & Technical



Joanne Borkowski
Building Services & Engineering



Rasoul Jahangir
Power Solutions & Switchboards



Alex Nott
Projects



Mark Pesavento
Service



Sevda Stewart
Administration



Staffing

The business currently employs some 80 full-time staff, with some fifty field-based installation electricians, service and commissioning technicians, electrical apprentices and project managers.

The balance are office-based employees including business unit managers, engineering, design and drafting, estimating and administrative staff.

OUR PARTNERS

KEY PARTNERSHIPS



ASSOCIATION MEMBERSHIPS



AN EcoXpert PARTNER



The EcoXpert™ Partner Program is an esteemed partnership between Schneider Electric and the world's leading technology providers, with some of the highest competencies in the industry, enabling them to deliver smarter buildings, more reliable infrastructures and optimised energy efficiency.

GSTEC® is proud of our status in the EcoXpert program.

As an EcoXpert partner, GSTEC®;

- ▶ Deploys best-in-class technologies and solutions.
- ▶ Has some of the highest competencies in the industry.
- ▶ Offers local support.
- ▶ Deploys all-in-one solutions through the connected expertise of the EcoXpert network.
- ▶ Reduces risk and costs to you with on-time and on-budget installation.
- ▶ Has the full backing and confidence of Schneider Electric, a global leader in energy management and automation.



CORE SOLUTIONS



BUILDING AUTOMATION

GSTEC® has more than two decades of experience in the building automation market.

The company is an accredited Honeywell Building Construction Industry (BCI) partner, as well as a leading Australian installer of the Honeywell WEBS series of Niagara controllers. Niagara solutions have proven to be extremely successful in the marketplace enjoying strong support amongst consultants, facilities staff and building owners.

In 2013, Schneider Electric released the SmartStruxure™ (now EcoStruxure™) automation solution to the market. These highly integrated, new generation products represented the largest single R&D investment by Schneider in its corporate history. GSTEC® were one of the first companies in Australia to be offered full access to the products on the basis of its experience, capability and capacity.

These products now form an integral part of GSTEC's offering in building automation and energy optimisation projects. Schneider's innovative channel partner arrangements allowed GSTEC® to enjoy the support and backing of a market leader, while maintaining its independence and flexibility - a matter of critical importance to our clients.

Access to the above high-end solutions, along with strong relationships with, and local back-end support from these two global automation manufacturers, allows GSTEC® to undertake large scale projects with confidence while remaining adaptable and competitive on smaller projects.

ELECTRICAL and ELECTRICAL FOR MECHANICAL

35 years ago, GSTEC started in business as an electrical contracting company, and our electricians continue to play a critical role within the business.

Unlike similar businesses, GSTEC's foundations in electrical contracting have given the business a solid platform for the increased interactions between the electrical and automation components of buildings and the provision of electrical for mechanical and electrical services remains a strong focus of the company's endeavours.

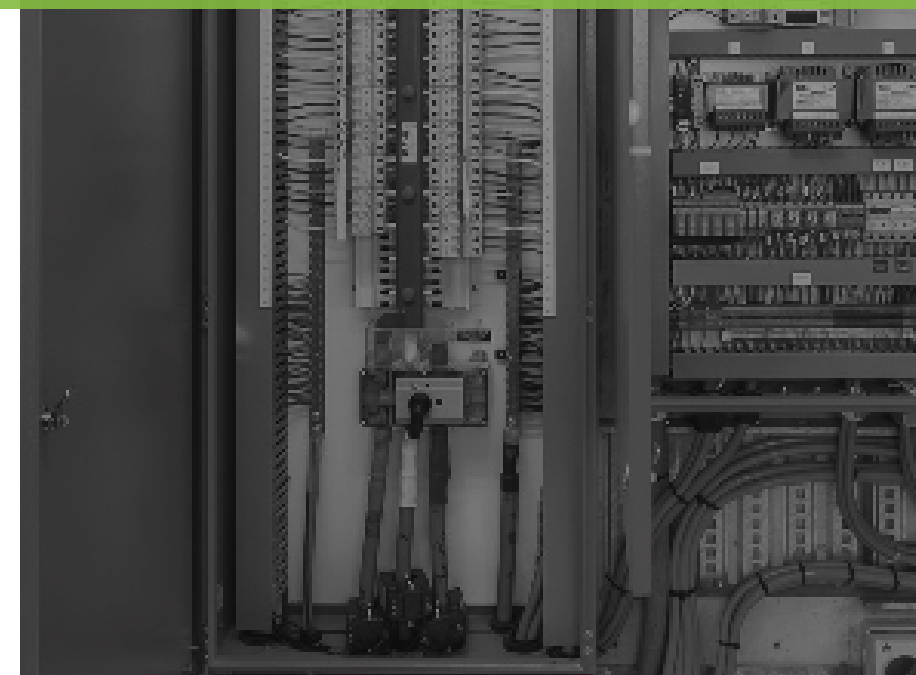
GSTEC has long recognised the synergies that result in offering combined electrical for mechanical and building automation services and we believe it represents a true market advantage by providing our clients with specialist electrical skills in what is effectively a subset of the wider electrical services sector.

The company's ability to retain staff has allowed for a substantial accumulation of technical expertise in the area, and this remains a critical element of GSTEC's success.



SWITCHBOARDS, MOTOR CONTROL CENTRE and CONTROL PANEL MANUFACTURE

GSTEC's in-house switchboard and panel building shop supplements the electrical, electrical for mechanical and automation areas of the business and allows GSTEC® to offer full-service offerings to our clients.



The company has a dedicated engineering and switchboard panel building team for the design, drafting, construction and testing of Forms 1, 2, 3 and 4 LV (1kv) switchboards to 3200 amps.

Our production capability includes Motor Control Centres, LV distribution Boards and Main Switch Boards as well as automation panels for BMS projects.

We regularly integrate our automation controllers within the Motor Control Centres providing cost savings, improved functionality and smaller footprints.



OUR SERVICES



BUILDING AUTOMATION and ELECTRICAL SERVICE & MAINTENANCE

We have a multi-disciplined 24 hour Service Team comprising of experienced field-based technicians who bring substantial automation, electrical and HVAC skills to our clients. Since they're a team dedicated to service, they are able to respond quickly to urgent situations should they arise.

The Service Team are qualified licensed electricians who ensure safety and compliance whilst on site. They provide a number of services, including, but not limited to;

- ▶ Programmed preventative maintenance services (PPM)
- ▶ Remote Engineering Services (RES) for
- ▶ Data driven maintenance (DDM)
- ▶ 24/7 breakdown services (onsite and offsite)
- ▶ Building tuning
- ▶ Auditing and reporting services



These field staff are supported by a dedicated back office service manager, coordinator and engineering team who manage workflow and can provide advice while the service team are on site.

In contrast to other providers, we offer support beyond the construction period and empower our staff to resolve service and maintenance issues should they arise. The technical capabilities of our Service Team offer security and reassurance to our clients – since the team is able to solve issues quickly and efficiently across the BMS/mech-electrical divide.

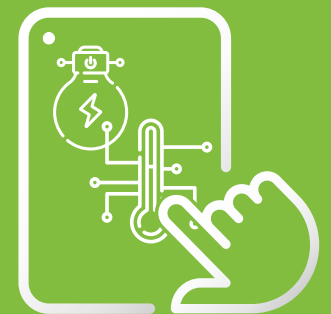
Our team proudly take responsibility and ownership of their work and our in-house call centre ensures we are only ever a phone call away.

In addition to our field-based Service team and office-based engineering team, we have a dedicated remote engineering support team (known as RES) available to remotely diagnose and resolve BMS issues on our clients' sites.

The team is designed to be able to respond on short notice, and the remote nature of the team and support means that down time for our clients is minimised.

- ▶ Programmed preventative maintenance services (PPM)
- ▶ Remote Engineering Services (RES)
- ▶ Data driven maintenance (DDM)
- ▶ 24/7 breakdown services (onsite and offsite)
- ▶ Building tuning
- ▶ Auditing and reporting services

ENERGY METERING and ENERGY MANAGEMENT SYSTEMS

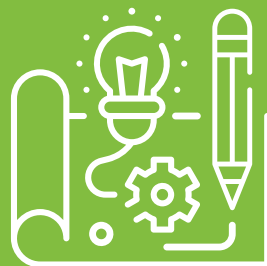


GSTEC offers a complete energy metering solution for buildings, from meter installation and validation, to data collection and export, visualisation and reporting. Our partnerships with key hardware and software providers allow us to offer a variety of metering, data collection, visualisation and reporting solutions.

In addition, GSTEC can provide sub-metering to all of the buildings' LV distribution and equipment as well as sub-metering of the buildings' gas and water assets covering all of your NABERS metering requirements including NABERS exclusion metering.



SERVICES *Continued...*



DESIGN and INSTALLATION

GSTEC® undertakes building automation, electrical for mechanical and electrical projects through its Projects Team. Some forty licensed electricians, apprentices, project managers and administrative support staff provide the company with the capacity needed to simultaneously manage multiple projects. Strong internal QA processes ensure on-time completion of projects and positive outcomes for clients and end users.

GSTEC's Commissioning Team operates as a quasi-independent group within the business which ensures quality, compliance, adherence to specification and accurate documentation at project handover.

The technical component of building automation projects is managed by our office-based engineering group who undertake the development of control strategies and functional descriptions, network design, hardware selection, logic programming, graphical interface builds and remote support of the installation teams through the course of the project.

The supplier relationships, integration capabilities, technical skillsets and staff required for large automation and electrical for mechanical projects allows GSTEC® to be very competitive across a broad range of electrical and electrical-related portions of projects such as electrical distribution, critical power, lighting and access control, sub-metering and photo-voltaic systems.



WORK HEALTH and SAFETY

The nature of our work carries with it inherent risks and safety is our priority.

Features of our WHS system include:

- ▶ FR HRC1 (ATPV6.8) and FR HRC2 (ATPV8) Arc rated PPE
- ▶ Trained LVR observers
- ▶ Regular toolbox talks
- ▶ SWMS & SWPs revision and training
- ▶ Annually audited CM3 and NECASafe safety systems

We are committed to the health and safety of all team and individuals who work alongside our team or interact with them on site. We protect our team by complying with WHS legislation, demonstrating due diligence, and the application of best practice strategies and industry-based WHS policies and procedures.

We maintain a documented safety management system and provide appropriate support and resources to our team. System implementation, maintenance and verification are achieved through demonstrated leadership of all managers and supervisors and the commitment and involvement of all workers.

Our people are our most important asset and their health and safety is of the greatest importance within a safe and productive work environment.

Managers and supervisors have the responsibility for implementing this, and other policies, as an integral part of their accountabilities; they may delegate their WHS duties and activities, but not abdicate their responsibilities.

The WHS policy of GSTEC®, is an expression of the commitment of both management and workers of GSTEC Pty Ltd to ongoing improvement in the quality of services as well as the health and safety of all involved.

Workers have an obligation to take reasonable care of the health and safety of themselves and others, and to cooperate and comply with reasonable policy, procedures and instructions. All workers are authorised and expected to stop work and immediately notify their supervisor if a task carries an unacceptable level of risk. The ultimate responsibility for the management systems of this organisation rests with the

Director however our Safety Coordinator is responsible for administering the systems on a day to day basis. Policies are reviewed annually and revised and communicated to all workers when considered appropriate.

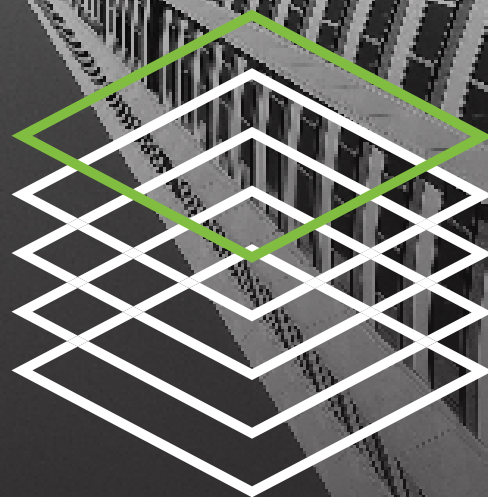
The management of GSTEC® is committed to the health, safety and welfare of workers and all persons affected by our operations through the provision and maintenance of a safe working environment.

We are committed to reviewing performance, developing the skills and providing the human, technical and financial resources required to seek best practice in the management of WHS, injury, environmental, quality and improvement via the ongoing development of a safety culture through the organisation.

Our organisational objectives and targets and management systems are reflected in our policies, procedures and practices. Where practicable objectives and targets will be measurable and used to facilitate continued improvement aimed at elimination of work related injury and illness.

The policies, procedures and administrative documents pertaining to WHS and other corporate policies are available to clients and other interested parties. GSTEC® seeks to continuously improve and we invite all our stakeholders including workers, suppliers and clients to provide feedback by way of discussion, questions, comment and suggestions.

Please note: documented policies that are site or project specific may vary according to site and client requirements.



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