

GSTEC

CAPABILITY STATEMENT



Delivering Smart, Reliable Building Solutions

PRECISION. DELIVERY. VALUE.

Our Mission

GSTEC ® remains an independent player in the electrical for mechanical and building automation markets, harnessing over 40 years of industry experience 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 ® primarily uses in-house staff for all facets of the projects it undertakes; from design and engineering through to the installation and support phases.

Our team includes 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.



INNOVATION. EXPERTISE. ETHICAL.

Our History

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

Over this time, we've built strong partnerships with global leaders in building automation, including Honeywell (1999) and Schneider Electric (2007). Despite industry evolution and branding changes, our ownership and structure have remained consistent.

GSTEC® continues to demonstrate an enduring commitment to growth and excellence, through the products and services provided.

Our Values

ETHICAL
We operate with ethical business practices and behaviours, this forms the foundation of our entire business philosophy and the business' longevity.

SUPPORTIVE
We support, listen to, and encourage our team, our most important asset. We foster respectful communication, career growth, and professional development across all business units.

DIVERSE
We promote and embrace cultural and gender diversity across all units and believe this puts the business on a strong footing for the future.

PARTNERSHIPS
We treat all our clients and suppliers as trusted partners. We're building long-term relationships through support, trust, and consistency.



SKILLED. DEDICATED. COLLABORATIVE.

Our Team

GSTEC is powered by a skilled team of field-based electricians, service and commissioning technicians, apprentices, and project managers, supported by unit managers, engineers, designers, estimators, and administrative staff.

Many of our team members have been with GSTEC for over 10 years. This is a great reflection of our culture but also the wealth of technical skills and industry knowledge within the business. Together, we bring the expertise and collaboration needed to deliver exceptional results on every project.



DOUG MCMILLAN
Director



LIAM CASEY
General Manager



SEVDA STEWART
Financial Officer



GREG WEBB
Sales & Business Development Manager

SENIOR MANAGEMENT



ALEX NOTT
Business Unit Manager -QLD & NT



GLEN RATCLIFF
Business Unit Manager -Service



TOM WEBBER
Business Unit Manager -Projects



ANDREW BASTOLI
Technical Manager



JOANNE BORKOWSKI
Sustainability Manager

TEAM MANAGEMENT

KEY **PARTNERS**

ASSOCIATION **MEMBERSHIPS**

EcoXpert Partnership

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.
- 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.
- Offers local support.



Our Core Solutions

OUR CORE SOLUTIONS

01 **BUILDING TECHNOLOGIES**

02 **BUILDING AUTOMATION**

03 **ELECTRICAL SOLUTIONS**

04 **PROJECTS**

05 **SERVICE & MAINTENANCE**

SOLUTIONS OFFERING

For more than four decades, GSTEC® has delivered intelligent building solutions across Australia. As an independent provider in electrical, mechanical, and building automation, we combine technical expertise with a client-first approach.

From engineering and installation to maintenance and sustainability, our team delivers projects with precision, safety, and innovation, every time.

We offer end-to-end solutions from:

- Sales and estimating
- Project Implementation including installation, engineering, switchboards
- Commissioning
- Service, Maintenance & Support





BUILDING TECHNOLOGIES

GSTEC delivers smart, connected buildings through advanced integration services and intelligent system design. We specialise in creating unified, high-performance environments that optimise control, efficiency, and user experience. This includes ICN, IBP and EMS solutions.

Our offering includes:

- Integrated Building Platforms (IBP) - Implementation of scalable, vendor neutral systems that unify control of HVAC, lighting, energy, and more.
- Integrated Communications Networks (ICN) - Design and deployment of secure, high-availability infrastructure to support all building systems.
- Master Systems Integration (MSI) – Acting as a central integrator across all trades and technologies, ensuring seamless coordination and system reliability.
- Multi vendor System Integration – Expertise in integrating diverse platforms and protocols, including Schneider EcoStruxure, Niagara N4, Distech, Honeywell, and others.

We provide full integration across critical building services, including, but not limited to: Lighting, HVAC, Vertical Transport, Fire, Access Control, Security, Energy.

BUILDING AUTOMATION

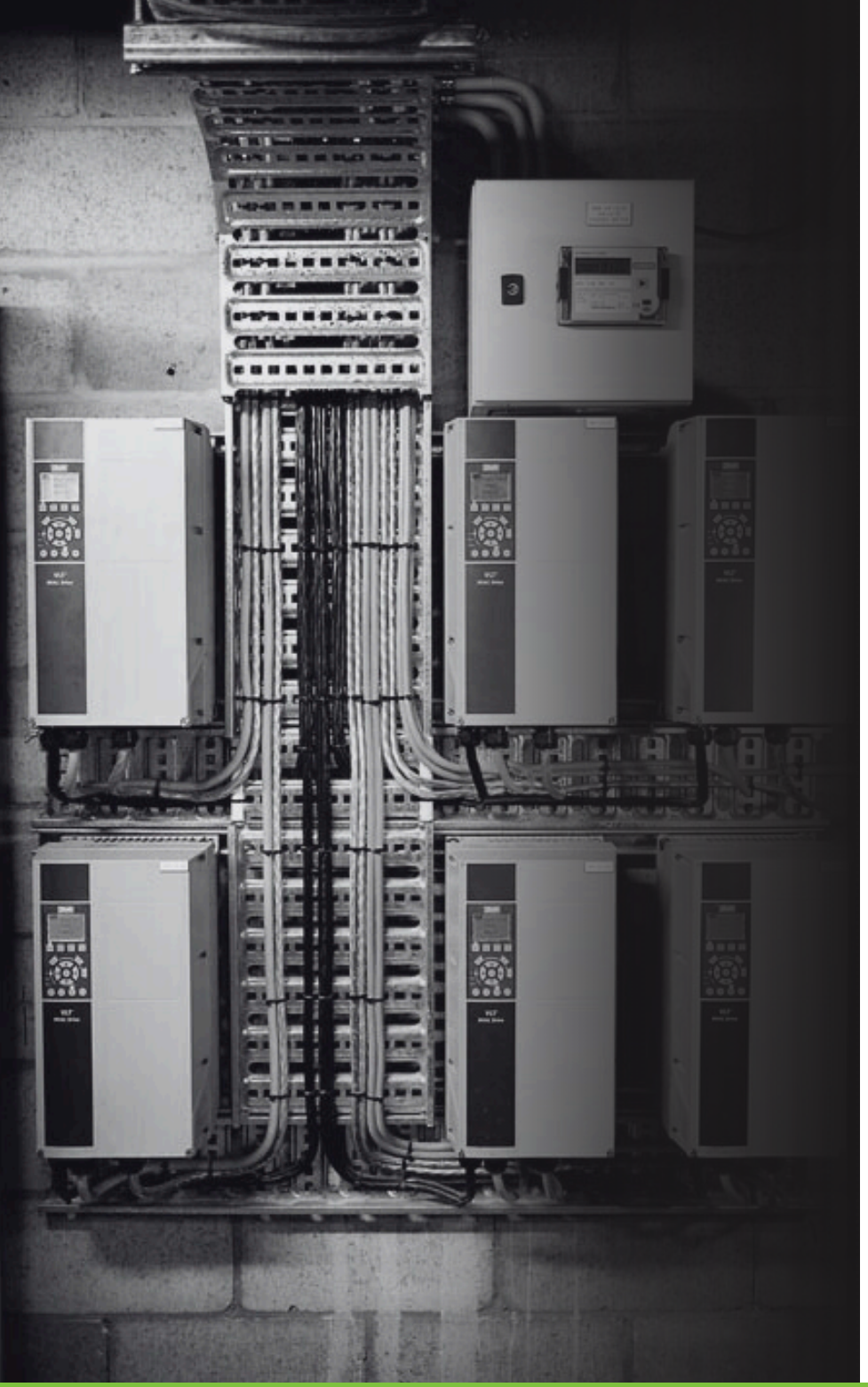
GSTEC® has more than 25 years of experience in the building automation market.

The company is an accredited Honeywell Building Construction Industry (BCI) partner, as well as one of the leading Australian installers 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. These highly integrated, new generation products represented the largest single R&D investment in Schneider's corporate history. Based on our proven experience, capability, and capacity, GSTEC® was one of the first companies in Australia to be offered full access to this technology. These products now form an integral part of GSTEC's offering in building automation and energy optimisation projects. Schneider's innovative channel partner arrangements allow GSTEC® to enjoy the support and backing of a market leader, while maintaining independence and flexibility, a matter of critical importance to our clients.

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





MECHANICAL ELECTRICAL

In 1981, GSTEC began as an electrical contracting company, and electricians continue to play a critical role within the business today. Unlike similar providers, our foundations in electrical contracting have given us a solid platform to support the growing interaction between electrical and automation systems. As a result, electrical for mechanical and electrical services remain a strong focus of our work.

GSTEC has long recognised the synergies in combining electrical for mechanical and building automation services. This capability gives our clients a true market advantage by providing specialist electrical expertise in what is effectively a unique subset of the wider electrical services sector.

Our ability to retain staff has allowed us to build and maintain a wealth of technical expertise in this area, and this accumulated knowledge remains a key factor in GSTEC’s ongoing success.

SWITCHBOARDS

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.





ENERGY METERING & MANAGEMENT

“You can’t manage what you don’t monitor.”
Effective sustainability, ESG reporting, NABERS compliance, and energy cost reduction all begin with digitalisation and accurate reporting systems. Energy Management Systems (EMS) make this possible by tracking and delivering real results.

GSTEC® provides complete energy metering solutions - from meter installation and validation to data collection, visualisation, export, and reporting. Through partnerships with leading hardware and software providers, we offer flexible solutions tailored to each client’s needs.

We also provide sub-metering across LV distribution, equipment, gas, and water assets, meeting all NABERS requirements - including exclusion metering - to ensure compliance and transparency.
We deliver customised dashboards using a variety of platforms to suit each building & service to ensure ease of use and functionality to manage and maintain the asset,

SUSTAINABILITY, TUNING & ESG REPORTING

With GSTEC, sustainability becomes a practical, measurable and valuable part of your building's performance.

We help clients turn sustainability goals into real results through a structured, end to end approach:

- Engage: we consult with stakeholders to understand building performance risks and environmental objectives
- Strategise: a tailored roadmap is created to reduce energy consumption, emissions and operating costs.
- Monitor: we implement real-time data systems (e.g. Schneider EcoStruxure, Niagara N4) for energy system monitoring
- Report: clear, actionable reporting supports compliance, internal benchmarks and stakeholder transparency.
- Tune: system performance is continuously optimised for energy savings, comfort and control.
- Enhance: we provide ongoing enhancements to ensure systems stay aligned with evolving technologies.





PROJECTS

GSTEC® delivers building automation, electrical for mechanical, and electrical projects through a dedicated Projects Team of licensed electricians, apprentices, project managers, and support staff.

This structure provides us with the capacity to manage multiple projects at once, with strong QA processes ensuring on-time delivery and positive outcomes for clients.

Our quasi-independent Commissioning Team guarantees quality, compliance, and accurate documentation at handover, while our engineering group manages control strategies, network design, hardware selection, programming, and remote support.

Backed by long-term supplier relationships and deep integration expertise, GSTEC® is highly competitive across a wide range of project requirements - from electrical distribution, critical power, and lighting to access control, sub-metering, and photovoltaic systems.

Visit our website to discover more projects across commercial, health, government and infrastructure, hospitality, data centres and more.

SERVICE & MAINTENANCE

We have a multi-disciplinary 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 can 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

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 can solve issues quickly and efficiently across the BMS/mech-electrical divide.



MULTI-REGION CAPABILITY. LOCAL EXPERTISE.

Queensland & Multi-State Support

GSTEC Pty Ltd proudly delivers multi-state support with a strong presence across both New South Wales and Queensland. With our head office based in NSW, we provide comprehensive back-end supporting services including project engineering, system integration, remote engineering support (RES), and in-house switchboard manufacturing. This central hub enables us to deliver efficient, high-quality technical services and maintain consistency across all our projects regardless of location across Australia.

In Queensland, GSTEC has a dedicated on-the-ground personnel offering localised support across consultancy, estimating, installation, commissioning, and ongoing maintenance. This multistate presence allows us to respond quickly to client needs, offer scalable solutions, and ensure continuity across diverse sites and operations. Our multistate capability means clients benefit from both regional responsiveness and the technical depth of a centralised engineering and manufacturing resource.

NSW HEADQUARTERS & CENTRALISED SUPPORT

QLD OPERATIONS & AUSTRALIA-WIDE CAPABILITY



Work Health & Safety

DEDICATED MEASURES.

At GSTEC, safety is more than a requirement - it's a core value. The nature of our work comes with inherent risks, so protecting our people, our partners, and everyone on site is always our highest priority.

We maintain a comprehensive, documented Safety Management System that meets all WHS legislation and industry best practice standards. This system is supported by strong leadership from managers and supervisors, and by the active participation of every worker. Everyone is empowered and expected to stop work immediately if they believe a task poses an unacceptable risk.

Our approach is proactive: we regularly review and update our policies, provide ongoing training, and ensure our teams have the equipment and resources they need to work safely and effectively. The Safety Coordinator manages our WHS systems day-to-day, while ultimate responsibility rests with our director.

KEY FEATURES OF OUR WHS SYSTEM INCLUDE:

- Arc-rated PPE: FR HRC1 (ATPV6.8) and FR HRC2 (ATPV8)
- Trained Low Voltage Rescue (LVR) observers
- Regular toolbox talks and safety refreshers
- Annual audits of CM3 and NECASafe certified systems

We believe a safe workplace is a productive workplace. That's why we invest in the skills, culture, and resources needed to maintain the highest safety standards across every site. We welcome feedback from our workers, suppliers, and clients as part of our commitment to continuous improvement.



Driving Energy Efficiency, Empowering a Greener Future

OUR PLEDGE

We are committed to achieving a 42% reduction in carbon emissions by 2030, aligned with national and global sustainability targets.

At GSTEC, sustainability isn't an add-on - it's central to how we operate.
Our commitment goes beyond protecting the environment; it's about supporting the long-term resilience of our industry, our clients, and the communities we serve.
As leaders in building intelligence and systems integration, we take a proactive, data-driven approach to reducing our environmental footprint.

At GSTEC, we lead by example. Through innovation, collaboration, and a firm commitment to sustainability, we're building intelligent, future-ready environments, one system at a time.

OUR COMMITMENT

SMART ENERGY MANAGEMENT

Using advanced platforms like Schneider Electric EcoStruxure™ and Niagara N4 to monitor, optimise, and reduce energy use across operations and client sites.

WASTE MANAGEMENT

Managing waste responsibly through structured recycling programs, e-waste processing, and minimising landfill.

SUSTAINABLE CLIENT SOLUTIONS

Delivering integrated systems that improve building performance, minimise energy waste, and support certifications such as NABERS and Green Star.

FLEET TRANSITION

Moving towards hybrid and electric vehicles to cut fuel consumption and emissions.

INNOVATION & EFFICIENCY

Applying cutting-edge tools and multi-vendor integration to maximise building efficiency and lifecycle performance.

CULTURE & ACCOUNTABILITY

Embedding a sustainability-first mindset across our teams, backed by transparent reporting, education, and shared responsibility.

SUSTAINABLE SUPPLIER PARTNERSHIPS

Working with suppliers who share our values for environmental responsibility, ethical sourcing, and carbon footprint reduction.

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