




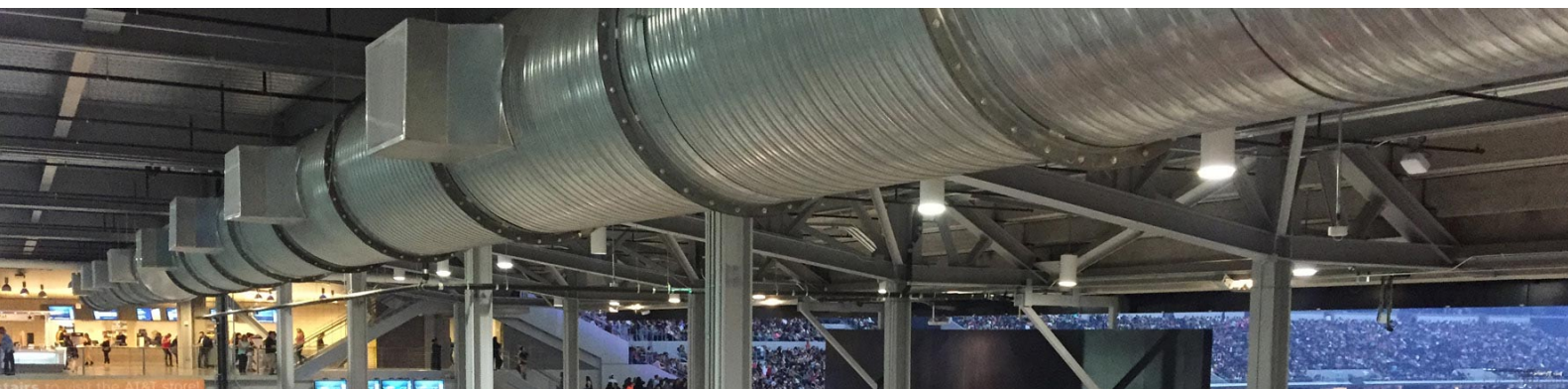


What We Do?

 ELLAIR SOLUTIONS Electrical	 ELLAIR SOLUTIONS HVAC	 ELLAIR SOLUTIONS Fire Protection Services
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INNOVATION FROM
CONCEPT TO COMPLETION

EXPRESSION OF INTEREST



EXPRESION OF INTEREST

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EXECUTIVE SUMMARY

Background

As we will outline in this EOI, ELLAir Solutions is a leading Australian technical services provider responsible for the delivery of services on behalf of many of Australia's largest corporations. Founded in Sydney, ELLAir Solutions is a proudly Australian-owned company. Our team is award-winning HVAC engineers with expertise in system design, construction, commissioning, and maintenance. Our expertise includes design, drafting, manufacturing, construction, commissioning, defects liability management and ongoing maintenance services.

Our registration covers the quality management system for the provision of products and services to meet client specifications over an extensive range of heating, ventilation, air-conditioning and control systems embracing commercial, retail, industrial, processing and domestic applications. We have achieved immense success over the years, and have the ability, resources, and suppliers to take on large-scale projects and deliver them on time and within budget.

ELLAir Solutions is a full-service technical solutions, heating, ventilation and air conditioning specialist. ELLAir Solutions employ our technicians who are specialists in their areas of expertise including Refrigeration/Chiller Mechanics, Electricians, Pneumatic and Analogue Control Technicians, DDC Control Technicians, Mechanical Fitters and Boiler Mechanics. This enables us to handle most maintenance and ad-hoc repairs in-house.

At ELLAir Solutions, we strive to deliver cost-effective, energy-efficient and tailored HVAC systems that create cost savings for our clients and environmentally friendly to the planet. Our team is actively engaged in HVAC research, which allows us to deliver evidence-based solutions that reflect current industry standards.

The ELLAir Solutions team stands out from its competitors because of our desire to become industry leaders and build strong and lasting relationships with our clients.

Our vision

- ✓ To be regarded within the HVAC industry as the name people trust
- ✓ To lead the HVAC industry in work Health & Safety standards, maintaining a 0% incident rate
- ✓ To deliver innovative design and top-quality installations for every client
- ✓ To provide a service that exceeds clients' expectations
- ✓ To lead the industry in technical knowledge and ability
- ✓ To implement the latest technology and knowledge into all our HVAC practice

Safety

Safety is our top priority at ELLAir Solutions. Our construction/maintenance division reflects a strong safety culture that flows from many years of working in the HVAC construction industry. We make sure that we continually train our staff members, so they have the knowledge and skills to comply with OH&S policy and procedures. We have built a reputation for delivering, safe, reliable, and cost-effective HVAC solutions designed using the most environmentally sustainable options available. We are confident you will find in our staff a drive towards “zero harm” in their attitudes and work procedures.

Staff

Many of our staff have resources backgrounds and as such recognise the unique operating environment the Resources market forces on service providers. They are dedicated, experienced individuals selected to become part of ELLAir Solutions for their strong work ethic and consummate HVAC expertise.

We employ the most talented and highly qualified engineers and tradespeople who have the expertise to design, construct, and maintain effective HVAC solutions. Our team members actively engage in HVAC research and stay on top of the latest trends in the HVAC market. Our knowledge and ability to design, engineer, operate, and maintain HVAC systems allows us to customise each project according to its requirements.

Management of the Services

Our team of leaders come from a mechanical engineering and construction management background and have in-depth knowledge in vital areas such as HVAC design & estimating, project management, building construction, business management, financial management, and operations management. They bring over 135 years of combined experience in the HVAC industry. Our managers excel in HVAC designs and estimating. They utilise their knowledge to fulfil the HVAC engineering design and documentation requirements for our projects. We undertake a thorough planning process for each project we undertake ensuring key performance indicators are clearly defined and our service delivery documented for everyone involved in the project. Regional teams deliver our services direct to your facilities ensuring local knowledge combined with a comprehensive understanding of project requirements. With their superior Bachelor's and Master's Degree qualifications they have what it takes to respond to clients' ever-changing needs promptly.

Services Provided

Design, construct and service of Mechanical and HVAC systems for industrial, commercial and residential projects including:

- **Computer Aided Management** – Scheduling, costing, programming, and reporting.
- **Computer Aided Service Facilities** – Efficient service, fast vehicle response times, project history and trend logging are some of the features of our computerised service
- **Computer Aided Design** – Problem solving, energy analysis, heating load estimates, duct and pipe sizing and acoustic analysis are some examples of design capability
- **Computer Aided Estimating** – Provides a fast, efficient, flexible, and economical tool for estimating.
- **Computer Aided Drafting** – Utilising AutoCAD/Revit/BIM, the customised “Product” drafting program is professional and efficient

1. General Information

a) Company Information

Registered Company Name:	ELLAir Solutions PTY LTD
Address:	104/44-48 Atchison Street, St Leonards, NSW 2065
Telephone Number:	+61 2 9980 1577 +61 2 9980 1522

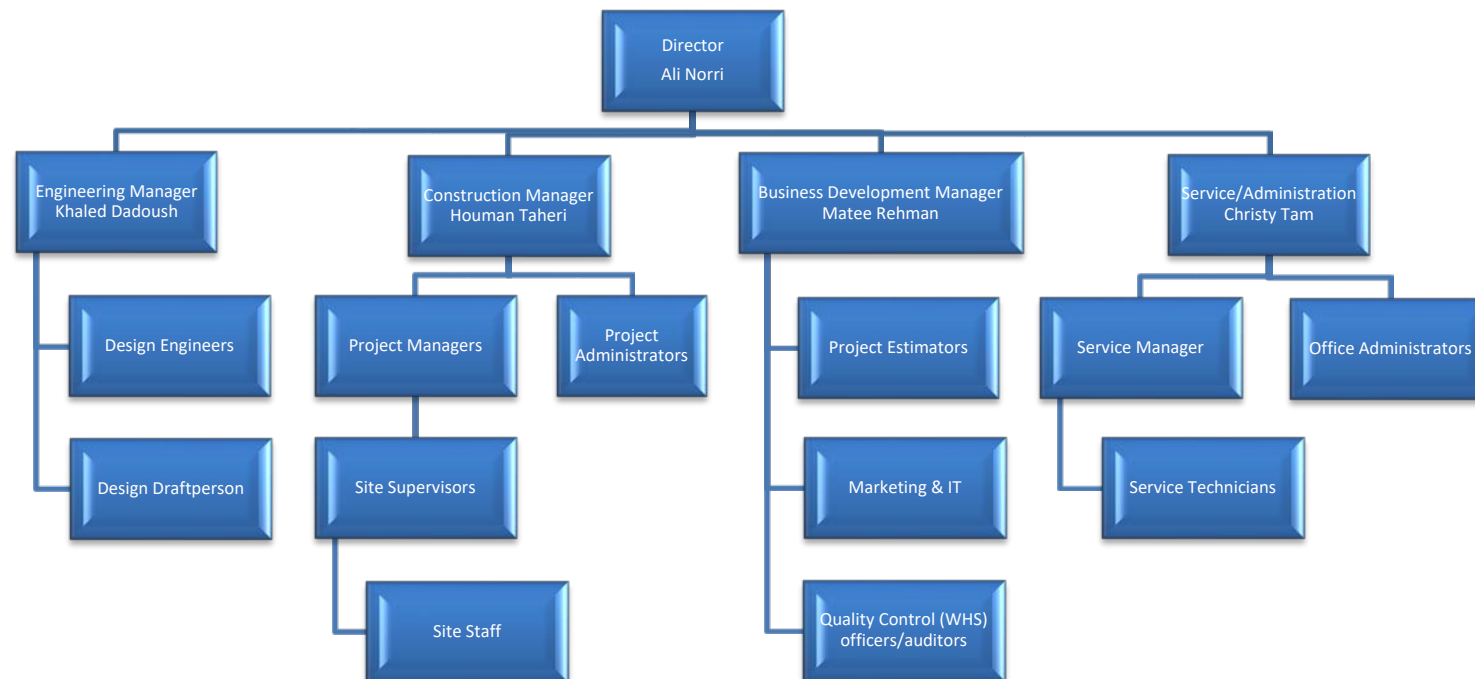
b) Conflict of Interest

ELLAir Solutions is not aware of any actual or potential conflict of interest should we be successfully awarded the contract to provide these services.

2. Company Structure

Ownership

Managing Director - Ali Norri



3. Capability and Experience

a) Relevant & Recent Experience

ELLAir Solutions can demonstrate its capacity to provide the deliverables and services required under this contract through its past and current experience with similar contracts. Our performance in meeting the requirements of challenging projects such as these, is a further demonstration of our infrastructure, systems and credentials to undertake the HVAC maintenance services at all commercial, industrial and residential sites.

ELLAir Solutions extract of the profile is as below:

EDUCATIONAL, GOVERNMENT & PUBLIC FACILITIES

- Western Sydney Institute of TAFE (Nirimba Campus, Quakers Hill)
- Bankstown Council
- Fairfield Council
- Endeavor College Broadway Sydney
- Warwick Farm Train Station
- Forster Courthouse Lake Street, Forster
- Centrelink Orange
- Sydney University
- University of NSW, Eye Lab
- Various Train Station Sydney wide
- North Sydney Girls High School
- Cherrybrook Technology High School
- Greystanes High School

COMMERCIAL, INDUSTRIAL & FIT-OUT PROJECTS

- Mercedes Benz Showroom, Croydon
- Tree House Restaurant
- Tribe Social Fitness
- Ausgrid, Tamworth Regional Depot

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- AFP, Sydney International Airport
- AFP, Darwin International Airport
- Dexus property, Eastern Creek
- Ingram Micro, Greystanes
- Bankstown Airport, Cleanroom facility
- Dan Murphy, Katoomba

RESIDENTIAL AND MIXED USED PROJECTS

- Edensor Garden Aged Care facility
- Cliff Road, Epping
- Crows Nest Mixed Use Development
- AVEO Norwest, Building B, Bella Vista
- Anderson Street Chatswood
- Society Lewisham
- Macquarie Park Residence, Building, A, B, C, D & E
- Whiteside North Ryde Residence
- Mac Tower, Macquarie park
- Mosman Residence at Middle head Rd
- Residential Apartments at Somerset Avenue, Building A,B,C,D & E
- Residential Development at Whistler Street Manly
- Residential Development at Bigge Street Warwick Farm

b) Project Organisation

A highly experienced and knowledgeable contract team will be assembled and dedicated to a contract and all sites. The proposed project management structure for the specific delivery of services is shown below:

Overall responsibility for contract delivery will rest with Ali as Director.

ELLAir Solutions utilise a mixture of in-house service technicians together with fully vetted pre-qualified subcontractors; managed, supervised and administered by our experienced

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project management staff.

The Management Team will be led by our Construction Manager. This role will provide a point of contact for your nominated representative and be responsible to ensure the contractual obligations of ELLAir Solutions and the quality of the overall service are always met.

The Construction Manager will also have overall responsibility for:

- Engaging and managing subcontractors
- Implementation of the Project Quality Plan.
- Documentation & cost control
- Contract finalisation and release of retentions
- Implementation of the Project Safety & Environmental Plan
- Monitor the progress of daily work orders and close off as they are completed
- Carry out invoicing

The ELLAir Solutions Project Manager will be on-site overseeing the works of our senior service technician, reporting to the Construction Manager and have responsibility for all on-site trade qualified technicians and subcontractors involved in the delivery of these services.

The on-site team will also be supported by:

- Dedicated contract admin support
- Supporting administrative personnel
- Corporate support across Quality, WH&S and Environment, IT, design and construction, business case preparation, major works project management, procurement, contract compliance, contract mobilisation and CMMS implementations and ongoing support.

All site technicians (whether provided by ELLAir Solutions or by subcontracted firms) including the Service Managers and Supervisor will undergo an internal induction whereby the specific requirements of the client shall be outlined. This will include construction and maintenance activities, site reporting routines as well as WH&S and Environmental issues relevant to the safe and effective delivery of our service.

c) Key Personnel

A brief profile of the key personnel responsible for delivery of Mechanical Services is set out below:

ALI NORRI

Director

As the Director, Ali's proficiencies include business analytics, commercial contract management, building services, client relationships & business development, efficiencies, operations, P&L management, market analysis, reporting systems, service methodologies & principles process design.

His principal charter is the growth and development of the Group's Service Division, not only through the addition of highly valued clients but through constant improvement and enhancement of our productivity by deploying the latest in IT and business systems.

He is also dedicated to ensuring ELLAir Solutions remains an employer of choice by not only meeting, but exceeding industry standards to Human Resource Management. Committed to excellence, one of his key objectives is to support his team and ensure all our clients' expectations and requirements are exceeded at all times.

Industry Experience- 31 Years

HOUMAN TAHERI

*Construction
Manager*

As the Construction Manager, Houman means a lot to ELLAir Solutions. He has extensive experience in managing HVAC projects. Within this role he is responsible for negotiating contracts, engaging and managing subcontractors, implementation of the Project Quality Plan., documentation & cost control, Contract finalisation and release of retentions, implementation of the Project Safety & Environmental Plan, monitor the progress of daily work orders and close off as they are completed. During his career Houman has achieved the following qualifications:

Bachelor of Mechanical Engineering (HVAC)

Industry Experience- 20 Years

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KHALED DADOUSH

*Design
Engineer*

With over than 16 years of mechanical engineering experience working in landmarked scale projects such as hotels, shopping centres, educational centres, high end residential buildings and infrastructure projects in both Australia and overseas. Khaled is responsible for the Design and engineering calculations, Mechanical 2-D & 3-D & BIM Modelling, preparation of detailed drawings and reports, coordinate with all other service contractors. etc... he always ensures the engineering design is in accordance to AS, NCC & ASHRAE standards.

During his career Khaled has achieved the following qualifications:

Bachelor of Mechanical Engineering (HVAC)

Industry Experience- 16 Years

MATEE REHMAN

*Business
Development
Manager*

Within this role, Matee has implemented an Integrated Management System, under ISO 9001, 14001 and AS/NZS 4801. During this time Matee has gained invaluable experience developing procedures, training programs, policies, auditing, conducting investigations, reporting and implementing integrated safety systems on a national and global basis. Mehran leads sales and client-relationship management, tracks new markets and emerging trends, recommends new products and services, proposes and develops new strategic partnerships, writes proposals and plans, and guides long-term objectives to meet business needs and requirements. With a Master's degree in Engineering, Matee has 7 Years of Industry Experience.

d) Risk Mitigation

ELLAir Solutions is ultimately responsible for overseeing the risk management function.

We believe that it is crucial for the owners to be part of the process and as such has not established a risk management committee as a subset of the full board, but rather has put in place several mechanisms to ensure management's objectives and activities are aligned with potential risks identified by the Board.

ELLAir Solutions has tailored risk management and internal control system designed to manage the company's material business risks and reports to the owners at each meeting on the effective management of those risks.

Utilising this Risk Management Framework, a thorough risk assessment is conducted on each opportunity considered by ELLAir Solutions. This assessment considers:

- Potential Operational Risks
- Risks relative to Subcontractor Management
- Sales Volume Risks
- Capital Equipment Risks
- Risks associated with Damages, and
- Any Legal / Contractual risks

And details the steps that can be taken to adjust the risk profile for each potential risk identified.

e) Subcontractors

ELLAir Solutions will deliver HVAC Maintenance Services in-house fully qualified and licenced technicians. Should subcontractors be called upon, ELLAir Solutions will ensure that the following checks are performed prior to engaging the subcontractors listed to deliver any of the works:

- Appropriately licensed to carry out the works
- Appropriately qualified to carry out the works
- Appropriately inducted
- Copies of their Certificates of currency for insurance
- Necessary police checks if applicable

Our in-house Work Management System is set up whereby works cannot be issued to contractors who don't have the necessary insurances, qualifications and licenses to deliver the works. The system automatically prompts the subcontractor when the license or insurance certificate's expiry is pending. The subcontractors then provide the updated copies to enable them to continue to provide the works.

4. Work, Health & Safety and Environment

ELLAir Solutions is committed to providing a workplace that is safe and without risk to health for all our employees, contractors and the general public.

We continue to perform in meeting WH&S requirements and adapting methods internally and externally to enhance customer and employee safety throughout the ELLAir Solutions. Our commitment to our WH&S systems provides our clients with the knowledge that the potential for injury is minimised via early identification of potential risks during the design, installation, commissioning and warranty phases of our projects.

a) Key Work Specific Hazards

ELLAir Solutions recognises that incidents most often occur as a result of the lack of safe systems of work and the failure to assess risks in the workplace. The lack of training in the areas of safety and environmental hazards of plant and equipment use, personal protective equipment and specific work activities, can also contribute to incidents, as well as poor attitude.

On site the main activities for Work Hazards are:

- Falling objects and materials
- Electrical hazards
- Flying objects
- Manual Handling
- Noise
- Welding Hazards.
- Confined Spaces
- Working at heights (ladders & scaffolds)
- Electrical leads and equipment
- Floor penetrations
- Manual handling
- Mechanical equipment (grinders, hammer drills)
- Exposure to noise, falling objects, flying objects
- Hearing, head and eye protection
- Exposure to Welding "Flash" & Fumes (Eyes & Nose Protection).

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Further, on site the main agencies for Environmental Hazards are:

- Water Runoff
- Air Quality
- Waste Management
- Plant and Equipment
- Labour and Contractor
- Noise and Vibration

To identify and control the risks in these categories, regular safety & environmental checks must be carried out.

Prior to start on site, a JSEA is completed and signed off by the supervisor and employees involved.

b) HSE Plan

For each contract, a specific Project Safety Plan is prepared, as part of a suite of management plans (including Quality and Environment) to manage and control the project and ensure the delivery of contracted services. The plan provides the 'roadmap' for the specific WH&S requirements applicable to each contract as required within the ELLAir Solutions safety management system. The Project Safety Plan sets out the ELLAir Solutions Safety Policy and safety management system. It has been prepared to ensure that all employees and subcontractors are aware of the importance of a safe working environment and are fully acquainted with their obligations towards achieving a safe working environment.

c) Promotion of HSE Matters

Awareness of Health, Safety and Environment matters is an absolute priority for ELLAir Solutions and has the responsibility to ensure that all employees, including full time, temporary, casual, contract and subcontractor employees, are trained and aware of the issues relative to their workplace to carry out their work in a safe and skilful manner, and in accordance with all statutory and legal requirements.

Accordingly, HSE is promoted through training programs and ongoing workplace tools, including:

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- Company (and client) induction programs
- Site induction programs
- On-the-job training
- Specific plant and equipment courses
- Refresher programs
- Toolbox Talks
- Safety Alerts

TOOL BOX/CONSULTATION MEETING ATTENDANCE & MINUTES

Tool box talks provide the opportunity for supervisors to ensure safety awareness is maintained throughout the project. Specific quality/safety/environmental issues can be addressed, accidents/near misses can be reviewed, Safe Work Method Statements/Environmental Action Plans/Environmental Impact Statements can be presented or safety alerts discussed.

This meeting shall cover the following (tick all that apply):

☐ Quality ☐ Safety ☐ Environmental ☐ Other (describe) _____

Attendance Record			
Company Name: ELLAir Solutions Pty Ltd		Date: _____	
Supervisor/Presenter: _____		Start Time: _____	
Project Name: _____		End Time: _____	
Name in Full	Signature	Name in Full	Signature
The following Agenda Topics shall be covered as a minimum			Ckd
• New Site Quality/Safety/Environmental issues.			<input type="checkbox"/>
• Previous Site Quality/Safety/Environmental issues re occurring.			<input type="checkbox"/>
• Review of accidents/incident/near misses on site.			<input type="checkbox"/>
• Any new Safe Work Method Statements/Enviro Action Plans/Enviro Impact Statements to be introduced.			<input type="checkbox"/>
• Any comments or concerns from staff or sub contractors on site Quality/Safety/Environmental topics.			<input type="checkbox"/>
• Any further Quality/Safety/Environmental information to be addressed (see below)			<input type="checkbox"/>
Meeting Details			
Points Raised and Corrective Action Required	Action By	Date Actioned	
1. All access ways to be kept clear, do not store and material or use as storage space.			
2. Do not connect any tools directly to electrical distribution board, always use extension lead.			
3. Do not run electrical extension leads on fire pipe or conductive material (danger of electrocution if cable is damaged).			
4. No A-Frame ladders are allowed on site.			
5. Do not use plastic chairs as a ladder.			
6. When working at heights, ensure a risk assessment is carried out prior to commencing of work.			

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d) HSE Manuals

All subcontractors engaged by ELLAir Solutions are required to undergo full WH&S training as part of their formal induction program. A key component of this involves written acknowledgement of their understanding of, and compliance to, all legal WH&S responsibilities under the relevant State Occupational Health and Safety Act, and other legislative requirements.

As well as formal HSE induction training, all subcontractors working on company projects are issued a copy of the Project Health, Safety & Environment Plan prior to commencing work, and are required to read and understand its contents and acknowledge same by signing and returning the declaration attached to the manual.

Accordingly, all subcontractors, following HSE training, are required to acknowledge in writing their understanding, acceptance and agreement to all ELLAir Solutions health, safety and environmental rules, regulations and procedures.

Upon completion by each employee, the supervisor for the project is to record the induction and training of this manual on the 'Induction/Skills and Work Experience Register' as part of the standard report documentation.

e) Plant and Equipment

ELLAir Solutions understands that an accurate asset register is critical to both the delivery of quality maintenance services and the safety of our employees and subcontractors.

Upon appointment, ELLAir Solutions will undertake an initial Equipment Audit and Condition assessment to:

- Identify mechanical services equipment to be maintained under the contract
- Update asset registers for:
 - Personal Safety Equipment
 - Electrical Equipment Tags
 - Plant and Equipment
 - Static Plant
 - Fall Arrest Safety Equipment

Standard Operating Procedures ensure the assets listed on each of these registers are maintained in a safe and environmentally sound condition.

f) Subcontractor Performance

All subcontractors utilised by ELLAir Solutions meet strict guidelines for Quality, WH&S, Environmental and statutory compliance, and are appropriately qualified, insured and licensed to undertake any services we require of them. ELLAir Solutions has a proactive and continuous improvement approach in the management of subcontractors delivered via:

- Ongoing checking a random selection of all works undertaken by Subcontractors
- Customer feedback surveys conducted by the Administration Officer
- Subcontractor quality auditing and inspections for compliance

A random proportion of works will be inspected for compliance with contract requirements including but not limited to:

- Inductions & WH&S Compliance
- Quality of workmanship
- Quality of work order feedback
- Timeliness
- Trade Licenses/Competencies
- Customer Relations
- Insurances
- Environmental & Heritage
- Business Systems & Procedures
- Innovation & Continuous Improvement

Under-performing or substandard subcontractors are identified, counselled, re-inducted and given every opportunity to improve their performance.

g) Investigations, Reporting & Communication

Standard procedures for the investigation of incidents are included in the Project's Health, Safety and Environmental Manual. Reports from these investigations are supplied to the management team, senior ELLAir Solutions safety management personnel and the project's nominated representative.

Where appropriate, a directive may be given to change a maintenance procedure as a result of an incident investigation. The periodic reviews of safety statistics may also identify any weaknesses in Safe Work Procedures and identify any improvements in design or maintenance plans that can address these issues. These changes are communicated through Toolbox meetings, further induction sessions and ongoing safety training programs.

h) Fitness for Work

Dedicated Fitness to Work officers is based in each state working closely with managers and employees to promote responsible behaviour within the workforce that ensures personnel is to fit work.

i) Advice & Notices

We confirm there have been no cautionary advices nor did prohibition notices issue to ELLAir Solutions by any regulatory authority.

j) Previous Critical Incidents

We confirm ELLAir Solutions has had no critical incidents in the last 20 years.

k) HSE Responsibilities

ELLAir Solutions believes the health and safety of our employees and subcontractors is the responsibility of every employee.

For this reason, comprehensive HSE training is provided to all employees and subcontractors.

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Matee Rehman is responsible for coordinating the strategic management of health, safety and environmental issues facing by ELLAir Solutions. The role is supported by highly competent on-site Safety and Environmental officers who also provide advice and guidance to project managers.

This structure provides the basis for a very experienced health, safety and environmental management team with a balance of management, technical and operational experience.

Project specific HSE responsibilities and training requirements for management and employees are identified through a range of programs and sources, including the level of risk associated with their project or activity, and the level of responsibility that their position involves.

Training is given to all managers, supervisors, employees and contractors on both a formal (i.e., documented) basis, supported by more informal safety talks, seminars and presentations. Formal methods include Toolbox talks, Safety Alerts, inductions and online assessments.

All training courses are designed to help us achieve our vision of ***zero injuries in the workplace.***

5. Quality Management

a) Quality Management System

Accordingly, Quality Management System provides the policies, procedures and practices which manages monitors and controls each aspect of the works carried out by ELLAir Solutions and ensures that the delivery of each project meets the requirements of each client, whilst providing our team with clear standards and guidelines regarding the quality system relevant to the project.

The Quality System includes the provision of evidence that conformity to the specifications of the contract and quality requirements have been achieved through the generation of Quality System documentation. It also covers the identification of non-conformance's including the corrective actions and controls to achieve compliance with requirements.

b) Quality Policy & Manual

A documented Quality Management Manual is prepared for each ELLAir Solutions project. This Manual encompasses the overall management structure and methodologies for complying with contract requirements. It specifies the Quality System requirements and identifies the method by which ELLAir Solutions provides the assurance of conformance with the specifications for its projects.

c) Quality Procedures

ELLAir Solutions has documented procedures and work instructions in place to support our quality management system.

d) Subcontractor Quality

Any subcontractors utilised by ELLAir Solutions would need to meet strict guidelines for Quality, OH&S, Environmental and statutory compliance, as well as be appropriately qualified, insured and licensed to undertake any services we require of them. ELLAir Solutions has a proactive and continuous improvement approach in the management of subcontractors.

6. Industrial Relations

ELLAir Solutions understands that it will be a requirement for us have in place a registered Industrial Agreement that reflects industry standard maintenance terms and conditions of employment, applicable to labour to be engaged to undertake the services.

a) Recruitment

ELLAir Solutions will utilise our established help desk, IT systems and subcontractor management systems to ensure that competent and appropriately qualified labour is engaged to service the contract. Our in-house management system enables all work orders to be processed from the point of allocation of the work order, to the closure of the job by the technician after completion of the activity.

Services will be delivered utilizing ELLAir Solutions' existing labour pool, through the recruitment of further, qualified technicians and the engagement of suitable subcontractors. All subcontractors will meet strict guidelines for Quality, OH&S, Environmental and statutory compliance,

Prior to engaging any new subcontractors, ELLAir Solutions will ensure the following:

- Appropriately licensed to carry out the works
- Appropriately qualified to carry out the works
- Appropriate Public Liability and Property Damage Insurance
- Appropriate Workers Compensation or Income Protection Insurance as appropriate.
- Drivers Licence – if required
- Police Clearance Report – if required
- Passport Size photo for ID pass to be made
- Compliant Tools / Equipment
- Internet access
- Inducted

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Our Works Management System is set up whereby works cannot be issued to contractors who do not have the necessary insurances, qualifications and licenses to deliver the works. The system automatically prompts the subcontractor when the license or insurance certificate's expiry is pending. The subcontractors then provide the updated copies to enable them to continue to provide the works.

ELLAir Solutions supports this recruitment process with a proactive, continuous improvement approach to the ongoing management of subcontractors. This is delivered through:

- Ongoing checking a random selection of all works undertaken by subcontractors
- Customer feedback surveys conducted by the Administration Officer
- Subcontractor quality auditing and inspections for compliance

A random proportion of programmed maintenance, reactive maintenance and new works will be inspected for compliance with contract requirements including but not limited to:

- Quality of workmanship
- Quality of work order feedback
- Meeting response times
- Trade Licences/Competencies/Insurances/Qualifications
- Customer Relations
- Innovation & Continuous Improvement

Under-performing or substandard subcontractors are identified, counselled, re-inducted and given every opportunity to improve their performance.

7. Local Industry Participation

As a local service provider, ELLAir Solutions actively provides full and fair opportunity for Australian industry within our business policies and activities. Wherever possible, our preference is to work with other Australian companies, providing opportunities for local employment and utilising our parent company's Registered Training Organisation to develop local talent.

Sub-suppliers and Sub-contractors

Should we engage subcontractors to assist in the provision of mechanical services, we would be happy to provide a list of these subcontractors including comprehensive details on their qualifications, insurances and WHS&E policies and procedures.

Australian Content Management Plan

In the event that ELLAir Solutions became a successful contractor, we confirm that if required, we would be prepared to adapt and work with you to meet the objectives of your Local Industry Participation Policy. This includes the preparation of an "Australian Content Management Plan" designed to meet the Local Industry Participation Policy objectives if required and the provision of our services in accordance with such a plan.