

Message From Our Managing Director

SABE Services Group's had a very successful 2023, and we look forward to the year ahead with a great team ready to deliver exceptional services to our valued clients.

To deliver on our value proposition '*Building exceptional service through great people*' the company needs to attract and retain skilled team members. With this in mind, we are excited to announce that we will in the first quarter of 2024 begin to consult with our field staff regarding a possible change to our current work hour arrangements to provide for a better work life balance. More details will be provided in forthcoming information sessions planned for February 2024. Look forward to hearing your feedback regarding this initiative.

Again, thank you for your support of SABE Services Group and I look forward to continued success moving forward.

Kind Regards
Greg Dalton



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Building exceptional service through great people

Established in 1997, SABE Services Group is a 100% Queensland owned and operated company that specialises in the design, supply, installation, and maintenance of commercial air conditioning and mechanical services systems for the built environment. From preventative maintenance programs, breakdown repairs and after-hours servicing to office fit-outs and major installation projects, SABE Services Group has the capabilities, experience, resources and relevant licenses and insurances to provide tailored and specifically engineered solutions to meet our clients requirements.

SABE Services Group consists of a strong and knowledgeable leadership team, which from its inception has given it strength to prosper in all economic climates. Our deliberate choice to employ permanent employees has resulted in a team of dedicated staff members, with a broad range of knowledge and skills that provide consistently high levels of service to our clients. With our QBCC Open Builders Licence our company has extensive experience acting as the head contractor delivering complex HVAC projects.

The SABE Services Group management team has extensive experience in the industry allowing us to provide quality service to all customers while maintaining the asset value of installed equipment to a high standard. It is our philosophy that by providing a professional service giving value for money, we can build long term mutually rewarding relationships with our clients.

With our Head Office located in Brisbane, and branch offices on the Gold Coast, Sunshine Coast and Hervey Bay, we are well positioned to provide our services throughout Southeast Queensland and Northern New South Wales.

Our Unique Value Proposition is *building exceptional service through great people*; with the company's ongoing success built around developing close working relationships between our team members and long-term clients.

Please visit sabe.com.au for more



City of Logan Council – Logan Entertainment Centre – HVAC Cleaning

Our Technical Services team recently completed a deep cleaning program of air conditioning systems within City of Logan’s – Logan Entertainment Centre.

The works included cleaning, disinfecting, and treating all supply air components of the HVAC system to ensure the delivery of clean and healthy indoor air. The works also addressed corrosion mitigation to the air plenums and reinsulating where required of supply air ductwork.

Another quality solution, delivered in alignment with our client’s expectations.

University of the Sunshine Coast – Fraser Coast Campus

SABE Services Group - Technical Services team recently completed a re-lagging project encompassing selected areas of the existing chilled water system within UniSC’s Hervey Bay Campus. Condensation build-up over a period had saturated the existing lagging, resulting in moisture damage to ceiling areas within the facility.



The work, undertaken during the end of year semester break, required stripping of the existing lagging and sheathing, replacement of the thermobreak insulation, and the external metal sheathing replacement to the system.

Staff Training - Update

The skills shortage faced by the HVAC industry is nothing new. Within SABE we recognize the need for a proactive approach when considering our labour objectives, committing to the engagement of apprentices we can train and develop, to become quality tradespeople we require to meet the future needs of our business and the industry.

Our current apprenticeship group includes 12 apprentices across both our Projects and Technical Services teams, ranging from 1st through to 4th Years . The 2024 apprenticeship intake is underway and to date we have secured two quality candidates of a total five apprenticeships on offer. Interviews will continue with the intent of securing the remaining three candidates by February 2024.

The business takes this opportunity to congratulate Dejan, having recently passed his capstone examinations, qualifying in his chosen trade as Air-conditioning and Refrigeration tradesperson. Dejan will continue his ongoing contribution to the business within our Technical Services team, delivering maintenance and breakdown services.

SABE Get to Know.....



Name: Andrew Powell

AKA / Nickname: Powelly

Office: Sunshine Coast

How long at SABE: 3 months

Position: HVAC Service Tech

What do you do in a typical day at SABE: No day is the same at SABE, great variety of work.

NRL Team: Melbourne Storm

NRL Player: Billy Slater

Favourite Meal: Steak

Music: Tame Impala

Dream Holiday: A never ending holiday!

Hobbies: Camping / 4WD with family

Our RAP Update

Our RAP committee held its second meeting in December. The committee includes Geoff Oxtoby, Zoe Byrne, Greg Dalton, and Barry Fewquandie. Barry brings a wealth of experience and has already provided us with some very helpful insights that will help on our journey.

The diversity represented on our committee will see SABE Services Group leverage numerous indigenous networks to help our business thrive in and respect our local communities. As part of our RAP we plan to provide the opportunity for an indigenous apprenticeship join our team as part of our annual intake of apprentices in the first quarter of 2024.

We also note we are in the process of reviewing our current progress with a view to advancing our journey with the next stage of RAP – Innovate. This next stage sees a further consolidation of our commitments and business processes to the achievement of our RAP action plan. If you know of any indigenous owned businesses who supplies the HVAC&R industry, we would like to hear from you!

We have finalized the design (see below) of our new livery for some of the service vehicles to incorporate our artwork onto our vehicles. So, watch this space and keep an eye out on the roads, you are likely to see the first vehicle with the livery in the first quarter of 2024.

If you have any questions relating to our RAP, the artist, or our corporate artwork, please don't hesitate to contact us via RAP@sabe.com.au.



SABE Services Group acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

Slips Trips and Falls

Identifying hazards is the first step to determine exactly where slips, trips and falls (STF) can or have occurred in your workplace. You can find out this information by:

- talking to workers and supervisors, they can provide valuable information about potential hazards,
- inspecting the premises for slip or trip hazards. Using a STF hazard spotting tool,
- sketching or mapping a layout of the work area and marking on it where slip and trip incidents or hazards have been reported, and
- reviewing available records such as incident and injury reports as well as workers' compensation claims, previous inspection reports.

The next step is to assess the slip or trip risks.

Usually it is a combination of factors that create the risk. Use the information gathered above (i.e. from injury reports, checklist etc.) and also consider:

- how many people are exposed
- the consequences of the slip or trip – a slip or trip with or without a fall can be more serious if it occurs near hot, sharp or moving objects, or at a height, such as near stairs, and
- how often the situation occurs.

It is important to have a look at all the risk factors so that the solution properly addresses the risks.

Look at the assessed risks and decide what needs to be done to eliminate or reduce the risks and how quickly these control measures need to be implemented.

Importantly, using the hierarchy of control guides you to choose a solution that most effectively eliminates or minimise the risk.

There are different types of control strategies to eliminate or reduce the risks.

Don't forget to monitor and review the effectiveness of the controls you have put in place.



Bad weather, particularly storms, high heat and humidity and high winds, present health and safety risks for businesses and employees. You should identify hazards and take action to protect yourself, fellow employees, the public and clients. Remember to consider any work planned before, during and after a storm or bad weather.

Queensland is experiencing unprecedented weather patterns resulting in both heatwaves and severe weather resulting in flooding and damage to buildings and infrastructure. This is seeing differing hazards presenting at workplaces almost daily.

With no solid forecast as to when we will see a return to more stable weather patterns, you should consider the following hazards as being more prevalent in our workplaces and during travel:

- Heat and hot conditions,
- Slippery surfaces including external steps, roofs and elevated platforms or walkways,
- Inconsistent or changing road conditions,
- Driver and traffic behaviour changes,
- More emergency vehicles on the road,
- Electrical installations being exposed to water or wet conditions,
- Downed powerlines
- More snakes, spiders, and other wildlife seeking shelter in buildings and equipment,
- Quick changes to the weather.

Now is a good time to review emergency and contingency plans for businesses and employees and know how to respond safely in the event of an emergency.

If we manage the risk appropriately, we can lessen the impact to employees, businesses, clients, and the public.

This Quarters Safety Roundup

Incidents

4 incidents were recorded this quarter – 2 incidents related to minor injuries and 2 relate to property damage.



SABE Get to Know.....



Name: Dan Johnson.

AKA / Nickname: Dan or DJ.

Office: Loganholme.

How long at SABE: 2 Years

Position: 3rd Year Electrical
Apprentice.

What do you do in a typical day at SABE: A normal day at SABE would consist of decommissioning an old air conditioning system, replacing the pipe work, cables and a fresh new system.

Sports Team: The North Queensland Cowboys

Sports Player: Johnathan Thurston

Favourite Meal: I love a good steak, chips and salad.

Music: I listen to a lot of rap and metal.

Dream Holiday: I really love going to New Zealand but I also love to go camping on the beach.

Hobbies: I have a love for cars, four-wheel drives, and camping.



GCHHS Palm Beach CHC – Progress Report

SABE Services Group was engaged as Principal Contractor through Gold Coast Hospital and Health Services to complete the HVAC & BMS replacement at Palm Beach Community Health Centre. The scope of works included removal of the existing mechanical system throughout and supply and installation of new cooling towers, pumps, AC units, VAV's, switchboards, carpark exhaust system, including supply and installation of new MSSB's and BMS controls upgrade for the entire building.



The project entails the decommissioning and removal of 1 cooling tower, 2 pumps, 7 condenser water units, 3 split ducted units, MSSB's and BMS Controls.



The scope of works also includes building and other services. This entailed the installation of additional portions of structural platform to house the additional cooling tower along with internal fitout works including ceilings, flooring, and revised floor layouts. Other services engaged were a full dry fire system replacement with new

Fire Indicator Panel (FIP) and sensors throughout. The electrical scope also includes a full lighting upgrade on all floors, new comms cabling throughout the building including new data racks and dedicated comms room, data, CCTV, body protect and lightning protection system testing and upgrade.



The building has been vacated by the client allowing works to be conducted on the entire building as required. The project duration is from October 2023 to May 2024.

Staff News

SABE End of Year Celebrations

The end of year brings no greater pleasure than celebrating with your family, friends, and work colleagues. SABE did just this.... with our annual Christmas party celebration at Friday's Riverside and our office Secret Santa.



This year Secret Santa was with a twist turning into "Stealing Santa" where we had the choice to open a new present or STEAL an opened present from someone.

The fun really starting when the first gift was stolen and Dan Li taking out the ultimate BBQ Apron!



Social Club Update

The 2024 social club calendar is in full review and being finalised to commence late February.

Please keep an eye out for details and be sure to express any suggestions and interest in the events.



Our SABE Family

Congratulations to Jack Stephens and Chloe on the birth of their baby girl Charlotte, born New Years Eve 31.12.23.



Community

SABE was delighted to be one of the donation partners at The Brewers Lunch for Friends with Dignity. SABE providing a Football Jersey and Mitsubishi Refrigerator towards their auction items.

The event raising a remarkable \$12,500 for the organization.



Save The Date

SABE Staff Breakfast 17th April 7am at Victoria Park.

Team Announcements

We welcome to the team:
Brisbane

- Keegan Field – Electrician (Projects)
- Thomas Mellor – Refrigeration Technician
- Andrew Powell – Service Technician

STAFF ANNIVERSARIES



Happy Work Anniversary to the following staff. You have made a significant contribution to the company during your time with us!

Luke North – 19 years on the 4th October.

Tamara Pele – 5 years on the 3rd October.

Alex Nock – 3 years on the 1st October.

Jack Stephens – 3 years on the 9th November.

David Nordstrom – 3 years on the 7th December.

Andre Stock – 2 years on the 25th November.

Ross Kubler – 1 year on the 4th October.

Dan Li – 1 year on the 31st October.

Stephanie Peters – 1 year on the 7th November.

Lee Crane – 1 year on the 28th November.

Daniel Smith – 1 year on the 12th December