

CONTINUOUS IMPROVEMENT | INTEGRITY | RESPECT | CLIENT FOCUSED

This summer the Gisborne Group team is pleased to share some updates on our ongoing work and new initiatives. We remain focused on our commitment to safety, continuous improvement, and providing value to our clients. In this edition, see how our independent perspective and technical fire protection know-how can support your operations—whether you're building a new facility or enhancing an existing one.

Successful Completion of COR Internal Audit

We successfully completed our COR (Certificate of Recognition) Internal Audit and would like to thank all individuals involved in the process: Shayne Tayler - Corporate Director of HSE, Ron Spironello - President and CEO, Gavin Bruce- Corporate Fire Protection Manager, Carey Smood-COO, Nima Dallalzadeh- Regional Fire Protection Manager, Brian Way Equipment Manager, of the Tool and Equipment Division, Jason Pring and Tyler Herman- Fire Protection Superintendents, Matt Plawski, Jordan Li, Chris Walker, and Dylan Herman- Fire Protection Foreperson's and all participants for this audit. We're also supported by accredited HSE professionals across our sites who help uphold our safety standards in every industry we operate in.



COR (Certificate of Recognition) is a workplace safety program that certifies organizations for meeting or exceeding established health and safety standards, helping to ensure safer job sites and reduce workplace injuries.

Our Remote Project Expertise Sets Us Apart

Our teams excel in remote and challenging environments with experience on projects located in tough geographical locations across Canada. We know how to adapt and keep safety front and centre.



A DAY IN THE LIFE

At Gisborne, our success is built on the dedication and expertise of our team members. Below, we're highlighting some individuals and teams who contribute to our company's achievements. Over the next few quarterly newsletters, we will continue to feature various teams and their members

HEALTH and SAFETY



Shayne Taylor

Our Health & Safety team is central to creating a safe and healthy work environment, protecting individual well-being and supporting our operational success. Shayne Taylor, our Corporate Director of HSE, leads with a strong emphasis on communication and behaviour-based safety practices across all project sites. He is committed to fostering a safety-first culture that benefits both our people and our business performance. Supporting Shayne are all our professionals stationed throughout our locations. These experts work tirelessly to uphold our safety standards in the industries we operate in.

FIRE PROTECTION SERVICES TEAM

Gisborne's Fire Protection Services Team provides complete fire safety solutions across industrial, mining, commercial, and residential sectors. Valentina Cancino, Service Coordinator, handles daily planning and coordination to keep operations running smoothly. Maegan Teunissen, Fire Protection Service Manager, leads projects from design to maintenance, ensuring top safety and compliance standards. A thank you to our Service team—Jamie Fearon, Dallas McIvor, Sean Simonson, Scott McKenna, and Colin Rance—for your tireless efforts. And a shoutout to our Tenant Improvement crew—Maurice Boutin and Levi Allegretto. Together, they help keep our clients' facilities safe, compliant, and prepared.



Valentina Cancino
Maegan Teunissen

HUMAN RESOURCES TEAM



Rose Singh



Valeriia Tlemcani

Jessica Ross, Corporate Director of Talent Recruitment and HR, leads with a strong focus on both human resources and recruitment, playing a key role in attracting and retaining top talent. Rose Singh manages nationwide dispatch and organizes thousands of flight bookings each year, while Valeriia Tlemcani oversees dispatch support and essential documentation. Our HR & Dispatch Team works together to create a positive, people-focused workplace at Gisborne, supporting employees and keeping our operations running smoothly. Their combined efforts ensure that every employee feels welcomed and supported from their very first day.

A DAY IN THE LIFE

INDUSTRIAL FIRE PROTECTION ENGINEERING TEAM

Our Industrial Fire Protection Engineering Team specializes in practical, forward-thinking solutions for heavy industries, with a strong emphasis on mining and mineral processing. Theodore Malapanis, Corporate Director of Development, draws on years of experience to deliver real-world solutions. Daniel Ip, Fire Protection Specialist, provides expert, independent advice to help clients enhance safety—whether building new facilities or upgrading existing ones. Designers Trent Jeude, Louis Lee, and Chris Massey work collaboratively to ensure each system is precisely engineered and tailored to unique industrial needs. Zahra Eghbali, Senior Fire Protection Engineer, delivers reliable designs. Valerie Lefebvre, Project Manager, coordinates each project and keeps things on track. Together, this dedicated team provides independent fire protection solutions that help clients maintain safe, compliant operations at every stage.

Customized Solutions

- Every mining operation is unique, especially when it comes to fire risks
- We tailor our fire safety strategies to each site, making sure they meet regulatory standards
- Our process includes thorough fire risk assessments, compliance checks with all relevant codes, and performance-based fire system design to ensure the right technology matches each specific risk.

Practical Experience

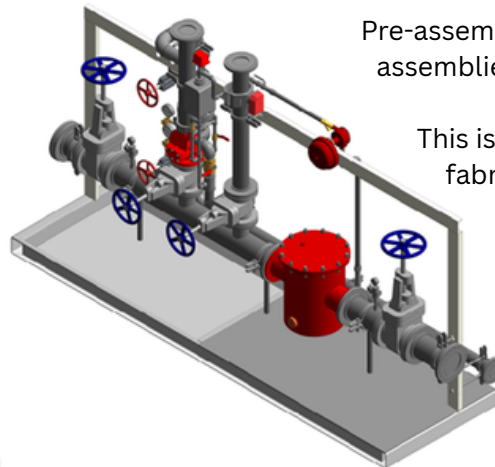
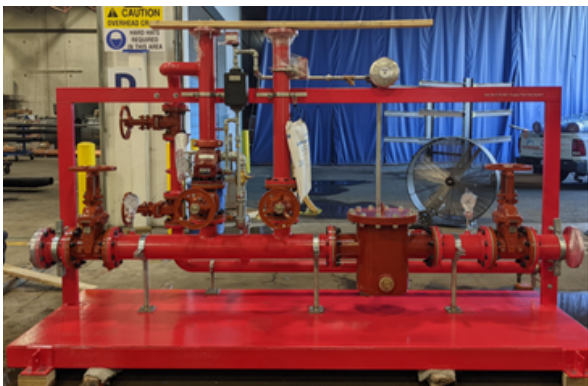
- Our team brings decades of hands-on experience, not just in Canada but globally
- We've worked on successful fire protection projects around the world, learning valuable lessons along the way.
- We're always updating our knowledge, staying on top of the latest fire safety technology and best practices.

Teamwork

- We achieve the best results by working directly with clients, owners, engineering firms, and insurance underwriters—ensuring your project gets the right coverage and the outcomes
- By sharing lessons learned from previous projects, we help teams avoid common pitfalls and deliver practical results that work.

Our Value Add

- We're not tied to any one product or system, so our advice is always focused on what's best for the project
- We tailor every solution to your site's specific needs—never a one-size-fits-all approach.
- Proven Results. We help leading mining clients boost fire safety, cut risks, and build lasting partnerships.



Pre-assembling and skid-mounting our valve assemblies reduces the amount of on-site labour required.

This is a skid-mounted assembly we fabricated off-site and shipped internationally

TEAM LUNCHES AT GISBORNE

At Gisborne, our team lunches—whether barbeques outside or meals inside—give everyone a chance to step away from their desks and connect. These regular gatherings help us build stronger relationships, share a laugh, and welcome new faces, making teamwork easier every day.



OPPORTUNITIES

Join Gisborne: We believe in taking care of our employees. That's why we offer a range of great benefits for our team members.

By joining our team, you will be part of a dynamic and innovative company.

Take the first step towards a brighter future with Gisborne.

Send resumes to recruitment@gisborne.com

 **The Gisborne Group**
LinkedIn Company

 **thegisbornegroup**
Instagram Business

 **Gisborne_Group**
Twitter

 **The Gisborne Group**
Facebook Page