



# CAM

COMPLETE ASBESTOS MANAGEMENT

## CAPABILITY STATEMENT





# COMPANY OVERVIEW

Complete Asbestos Management (CAM) is a Western Australian-based specialist contractor holding a Class A Asbestos Removal Licence (WUA205). We provide professional and fully compliant asbestos removal, decontamination, and remediation services across metropolitan and regional WA. With decades of combined industry experience, CAM supports government, commercial, insurance, industrial, and residential clients with safe, timely, and cost-effective hazardous material solutions.

Our team comprises highly trained experienced asbestos removal personnel with backgrounds in Environmental Consulting, Work Health and Safety and Licensed Asbestos Assessors. All work is carried out under strict adherence to the Work Health and Safety (General) Regulations 2022 (WA), Codes of Practice, and applicable Australian Standards. CAM operates under Integrated Management System and holds WHS (ISO 45001) accreditation, ensuring robust compliance, transparency, and continuous improvement across all projects.

We are committed to safeguarding the health of workers, occupants, and the wider community by delivering asbestos-related services to the highest industry standards. Our focus on detailed planning, communication, and risk management ensures that even the most complex removal and remediation works are completed efficiently and safely.

# Specialist Services

## **Licensed removal of non-friable asbestos-containing materials such as:**

- Wall and ceiling cladding (e.g., compressed or flat asbestos sheeting)
- Eaves, soffits, and gables
- Ceiling linings and internal fibre cement panels
- Decromatic roof tiles and asbestos cement roofing
- Fencing, flue pipes, and water pipes

## **Soil Contamination & Remediation**

Identification, controlled excavation, and remediation of asbestos-contaminated soils, following environmental guidelines and validation protocols.

## **Emergency Make-Safe Services**

Immediate containment, risk control, and clean-up following storm damage, vandalism, fire, or structural failure involving asbestos materials.

## **Fire Damage Asbestos Clean-Up**

Comprehensive post-fire response to remove and decontaminate fire-damaged asbestos-containing materials in buildings, voids, and adjacent areas.

## **Assessment, Surveying & Sampling**

Detailed asbestos surveys (presumptive, sampling, intrusive), risk assessments, and sample analysis—fully aligned with the WHS Regulations and applicable Codes of Practice.

## **Respirator Fit Testing & PPE Training**

Delivery of qualitative and quantitative respirator fit testing and site-specific PPE training, supporting contractor compliance and workforce protection.

## **Class A removal of high-risk ACM's including:**

- Paper-backed vinyl floor tiles and coverings
- Bituminous products (e.g., Black Jack adhesives)
- Thermal pipe insulation, sprayed limpet, and lagging
- Friable gaskets, fire doors, mastic, and acoustic insulation

## **Decontamination Works**

Targeted asbestos fibre removal using HEPA-filtered vacuums, negative pressure enclosures, and approved surface cleaning techniques in both friable and non-friable scenarios.

## **Contaminated Document Processing & Digitisation**

Specialised handling, vacuuming, decontamination, and optional digitisation of archival documents impacted by asbestos, mould, or other hazards.

## **Encapsulation & Stabilisation**

Application of encapsulants and sealants to safely manage in-situ asbestos when removal is not immediately feasible—maintaining regulatory compliance and minimising exposure risk.

## **Other Hazardous Materials Management Assessment, removal, and remediation of a range of other hazardous substances, including:**

- Lead (dust and paint-based hazards)
- Mould
- Polychlorinated Biphenyls (PCBs)
- Respirable Crystalline Silica (RCS)
- Other regulated chemical and environmental risks

# What we do

**At Complete Asbestos Management, we specialise in Class A licensed friable and bonded asbestos removal, hazardous material remediation, and asbestos site risk assessments. Our experienced team operates across both planned projects and emergency response scenarios, often in live, high-risk, and sensitive environments such as schools, hospitals, government facilities, aged care centres, commercial properties, and heritage-listed structures.**

## **End-to-End Solutions**

From initial scoping and risk assessment to removal, air monitoring, clearance certification, and compliant waste disposal—we can manage the entire process under one roof.

## **Commercial, Insurance & Government Work Specialists**

Proven capability delivering time-critical, sensitive, and compliance-driven projects for the public sector and insurance providers.

## **Dedicated WHS Systems & Competent Personnel**

Every project is delivered with a strong focus on health and safety through comprehensive WHS frameworks and licensed, experienced professionals.

## **Agile, Reliable & Transparent**

Our lean structure enables rapid mobilisation, direct access to decision-makers, and responsive communication across all stages of the project.

# Our Team

Complete Asbestos Management (CAM) is a Perth-based company led by seasoned asbestos and hazardous materials experts. Directors Martin Stephens, Neil Thexton and Operations Manager Jordan Hare bring decades of experience in asbestos decontamination, remediation, and compliance, across commercial, industrial, education and government sectors. CAM is known for delivering reliable, safe, and regulation-compliant services with a strong emphasis on client collaboration and clear communication throughout every stage of a project.

## Our Leadership

### Neil Thexton

Neil has more than three decades in the Asbestos Industry, with experience gained as a senior manager, environmental/OHS consultant, hazardous materials consultant, asbestos and mould remediation project manager, friable asbestos removal supervisor, owner and managing director of two A-Class (Unrestricted) Asbestos Removal Companies.

Neil undertaken thousands of asbestos / hazardous materials projects in WA, NSW, ACT and QLD, ranging from schools, hospitals, and multistorey complexes, through to industrial factories, mine sites, vessels, and universities.

### Martin Stephens – Director

Martin has extensive experience in executing and planning a wide range of Government and commercial building and maintenance projects; and consistently meeting all time, cost, quality, safety and environmental requirements.

His comprehensive knowledge of construction industry standards and best practices spans safety and environmental regulations and compliance, building codes and quality standards. Martin is certified to supervise asbestos removal.

### Jordan John Hare – Operations Manager

Jordan Hare is a qualified Environmental Scientist and Licensed Asbestos Assessor with over a decade of experience in environmental compliance, hazardous materials management, and operational leadership. As CAM's Operations Manager, Jordan oversees all asbestos removal works and compliance systems and plays a key role in training, quoting, and ISO management.

Jordan has led numerous environmental and asbestos projects across government, construction, and remote sectors, and is a recognised leader in safe work practices, project delivery, and operational efficiency.



# Our Mission

*Your Safety is Our Priority*

At Complete Asbestos Management, our mission is to deliver a full suite of high-quality asbestos management services with a relentless commitment to safety, compliance, and professionalism. We build lasting relationships through trust, develop high-performing teams, and execute each project with excellence.

We are a people-first company grounded in responsibility, and we consistently strive for the highest standards in asbestos and hazardous material management—ensuring every job is completed with precision, care, and integrity.

## Our Vision

Our vision is to become the leading asbestos management provider and the contractor of choice. We aim to:

- Build a legacy of technical excellence and project success
- Grow strong, long-term partnerships with our clients
- Support our people with meaningful careers and continuous development
- Remain embedded in and committed to the communities we serve

*Through innovation, compliance, and a commitment to quality, we will shape a safer future for our industry, our clients, and our communities.*

# Our Guiding Principles

## **Service Excellence**

We are committed to delivering the highest standards of asbestos and hazardous materials management. From the smallest project to the most complex, we take pride in professional execution, quality assurance, and client satisfaction.

## **Safety First, Always**

Health and safety is at the core of everything we do. We embed rigorous WHS systems, industry best practices, and a culture of accountability to protect our workers, clients, and the broader community.

## **Integrity & Responsibility**

We operate with transparency, ethical conduct, and a strong sense of duty. Whether managing legacy materials or responding to emergencies, we act responsibly, comply fully, and communicate openly.

## **Continuous Improvement & Innovation**

We embrace new technologies, invest in training, and actively seek ways to improve. By continually evolving, we maintain compliance, exceed expectations, and stay at the forefront of our industry.



# Quality, Safety & Environmental

Complete Asbestos Management value the safety of our clients, our workers, and the communities we work in, and we encourage best practice health and safety methods across all areas of the projects we undertake.

We are committed to minimising the impact our activities have on the environment and have clear plans in place that help us to reduce any impact we may have on our surroundings.

All operations are guided by our Integrated Management System that meet the requirements of the following standards:

ISO 45001 - Occupational Health & Safety Management Systems *\*Accredited*

ISO 14001 - Environmental Management Systems

ISO 9001- Quality Management Systems



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## **Complete Asbestos Management Pty Ltd**

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**ACN: 646 358 376**

### **Asbestos Licence WUA205**

**Painting License: PC101329**

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