

# TOGETHER

Future Forward Stories Past

CELEBRATING 40 YEARS OF PEOPLE & PERFORMANCE AT ECOTECH





Together, 40 years ago, Robert and Judy Dal Sasso founded Ecotech Pty Ltd and started distributing air quality monitoring analysers in Australia. Today, the Ecotech Group operates and manages over 440 real-time monitoring sites worldwide, everyday. Our global footprint includes more than 50 distributors, two world-class manufacturing facilities and 10 branch offices across 80 countries; employing some 200 people across Oceania and South East Asia.

With extensive environmental monitoring experience of air, water, gas, meteorology, blast and particulate matter for industries including mining, oil & gas, construction, government, consulting, research and process industries, Ecotech is recognised for customised, turn-key solutions from design, manufacture, supply, operation and maintenance to environmental data reporting services...

(continued on back flap)





(continued from front flap)

Ecotech is NATA accredited for compliance with ISO/IEC 17025 for a range of testing services including continuous monitoring of ambient air, meteorological monitoring, blast monitoring, as well as industrial emissions (CEMS) monitoring and water quality. Ecotech also holds NATA accreditation for the calibration of wind, solar radiation, ambient temperature and humidity sensors and ozone analysers.

Ecotech's world-class manufacturing facilities in Australia and India are both certified to ISO 9001 Quality Management standard. The expansion of Ecotech's manufacturing operations into India (Ecotech Industries Pvt Ltd) started in 2014 with the opening of the custom-built facility on a greenfield site in Indore, Madhya Pradesh. Meanwhile, Ecotech Monitoring Solutions Pvt Ltd in Hyderabad provides service and maintenance, delivered by over 80 field technicians across India.





BINDHU THOMAS



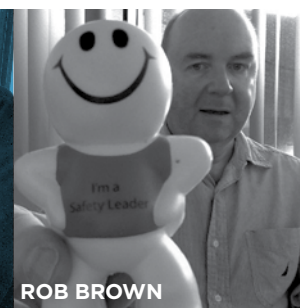
CHRIS FOWLER



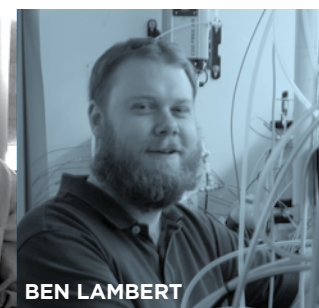
NICHOLAS DAL SASSO & JAMES AGIUS



CLINTON BUSH



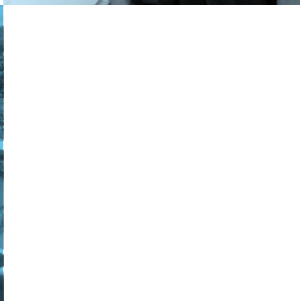
ROB BROWN



BEN LAMBERT



JOZUA TALJAARD



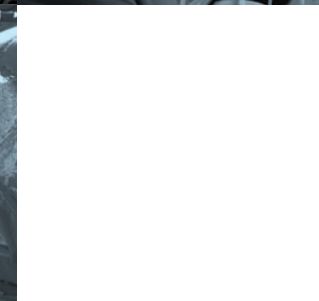
MIKE PLANCK



ERS LUNCH



BERNARD VAN ZYL



IAN HANNA



FINANCE TEAM



MATHEW COLANGELO



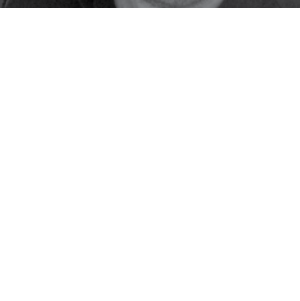
NICHOLAS DAL SASSO



MARIE LABORDE



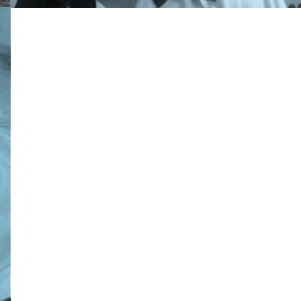
ECOTECH INDUSTRIES



MURALY RAM



NSW SALES TEAM



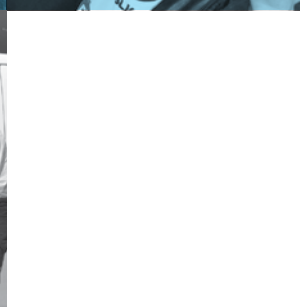
MANOJ KUMAR



CHRIS EDWARDS



WA TECHNICIANS



JAMIE KILPATRICK



LEIGH SEYMOUR



MANDY MACKAY



HR/HSEQ TEAM



MICHAEL ZENG



MELANIE CHESTER



BOON-YIM CHUNG



MORGAN THOMAS



NISHANT JOSHI





ECOTECH INDUSTRIES



FREDA KEUNG



ECOTECH MONITORING  
SOLUTIONS



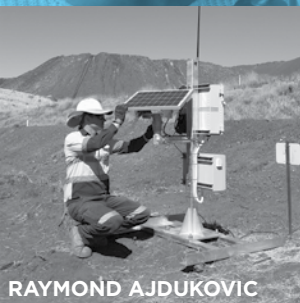
LARA NICHOLAS



CAMILA TRINDADE



KATHLEEN CORBETT



RAYMOND AJDUKOVIC



MARGARET  
WYGANOWSKA

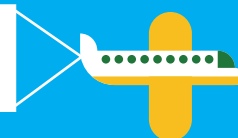
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CELEBRATING 40 YEARS OF PEOPLE & PERFORMANCE AT ECOTECH

“THANK YOU FOR ALLOWING MY FAMILY TO BE PART OF YOUR FAMILY.”

The Dal Sasso family



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# THROUGH MY EYES

NICHOLAS DAL SASSO



## Growing up a Dal Sasso, my life was intertwined with Ecotech.

I now feel a great sense of responsibility to my parents, who have entrusted me with something that has been their lives for the past 40 years.

I also feel a sense of responsibility to the fantastic Ecotech team that I have the privilege of working with, and the customers worldwide that have entrusted us with the vital job of environmental monitoring.

I never expected I would be heading up the family business – in fact looking back, I did my best to avoid it, choosing to study mechanical rather than electrical engineering.

Straight out of University, I headed to Venezuela and spent the next 10 years with a company that gave me incredible opportunities across the

world. It was a rapid learning curve as I was responsible for dealing with customers and crew in a variety of remote locations.

This experience shaped me, and gave me an insight on how to lead a successful business by allowing people the autonomy, and giving them the resources, to make informed decisions.

This book is a reflection of the journey of Ecotech through the eyes of our staff. Like how my early experience shaped who I am today – and who I will be in the future – our shared past shapes the company's future.

As I reflect on my experiences with Ecotech, I see a company that is always on the lookout for the next client, contract, innovation, or product. Always looking to the future, rather than congratulating ourselves on a job well done.

"Future forward" told through "stories past"; this book offers a chance for everyone to reconnect, share their stories, and understand that Ecotech is a collective of like-minded, enthusiastic, talented people, no matter where in the world each of us lives and works.

Ecotech has grown from Mum and Dad in their basement, to a family with more than 200 staff, plus offices and customers working together across the globe. And that growth would not have been possible without you.

As we work towards our "Vision 2025", I see more growth and diversification, where everyone recognises – and is recognised for – their tangible contribution to Ecotech because:

- We are Growing
- We are Open for Business
- We are Striving for a Greater Good
- We have a Passion for Solving Problems.

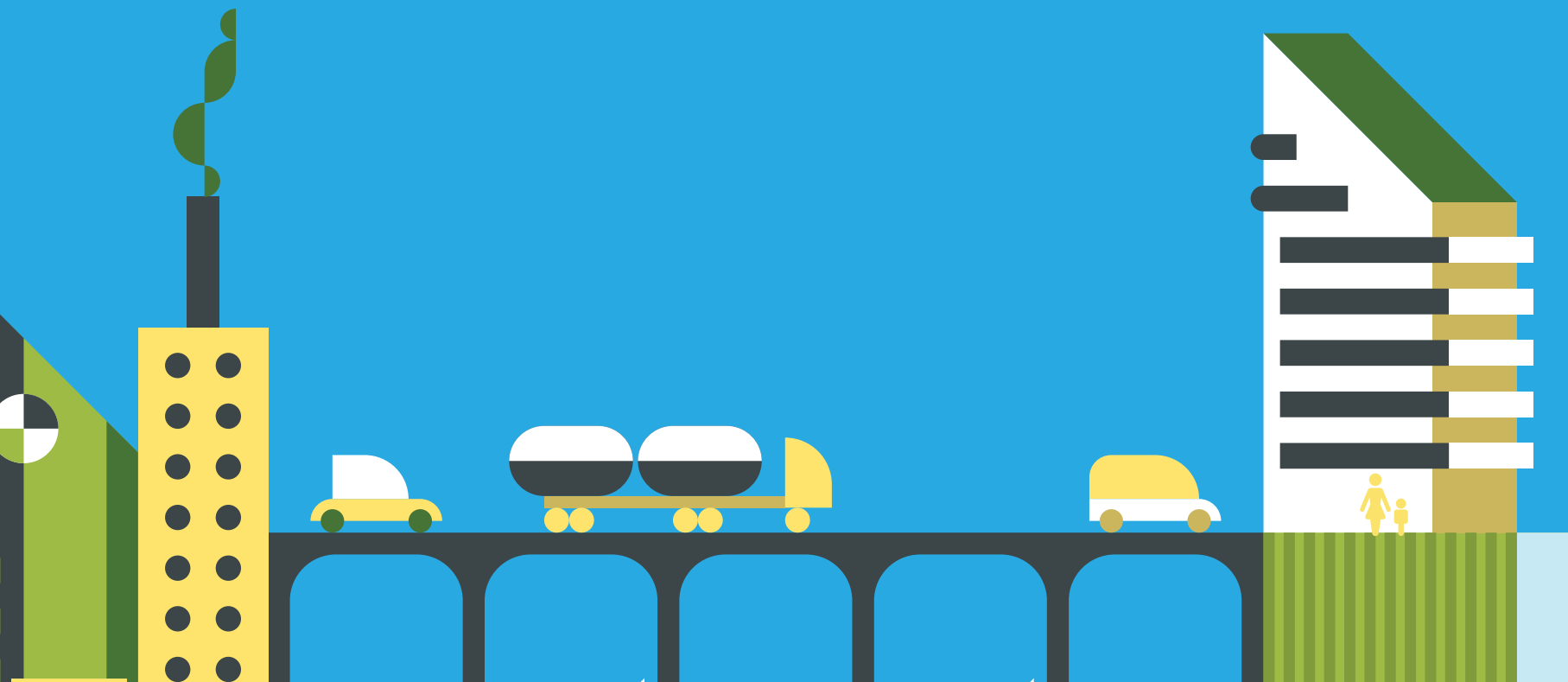
I welcome you to enjoy this book, share it with your family and friends, and keep it for future generations.

And I thank you for allowing my family to be part of your family.

Nicholas Dal Sasso  
Managing Director



TOGETHER



In 1973, when Robert and Judy Dal Sasso started a business servicing analogue equipment and doing odd jobs in the basement of their Bulleen home in Melbourne, they knew there was more to come. And they were right.

It was not long before the micro business was given the chance to develop a data acquisition system for the Victorian Environment Protection Authority (EPA) and received a government grant to employ two engineers, including Robert Maxwell, who still works at the company. And the Series 8000 data acquisition system was born.

Just three short years later, Ecotech was incorporated. The next 40 years saw continued growth that included winning major national and international contracts, expanding to China and India and servicing clients in some 80 countries.

Testament to Robert's leadership and ability to find the best people for the job, Ecotech has an enviable staff retention rate, and it's not uncommon for our people to mark major personal milestones – marriages, parenthood, even grandparenthood – alongside Ecotech company milestones.

Back in 1993, with a staff of about 20 at head office, I quickly got to know everyone. Little did I know that 30% of us would still be working together at Ecotech more than 20 years later!

Grant Kassell

- 1976: Ecotech founded by Robert and Judy Dal Sasso
- 1978: Ecotech starts distributing air quality monitoring analysers
- 1983: Ecotech commercialises its first data logger
- 1989: Ecotech employs 10 staff and moves to a new building in Melbourne
- 1992-94: Opens branches throughout Australia, and grows export markets to include India, Mexico, Colombia, Malaysia and more
- 1995: Wins first contract to supply air quality data reports
- 1999: Manufacture of "EC9800" range begins; and Ecotech receives NATA ISO/IEC 17025 accreditation for air quality and emissions monitoring systems
- 2006: Moves to new 4000m<sup>2</sup> custom-designed building in Melbourne
- 2007: Staff grows to more than 100
- 2008: Ecotech inducted into the "Victorian Manufacturing Hall of Fame"; Ecotech partners with Hebei Sailhero to manufacture gas analysers in China
- 2009: Ecotech releases "Serinus" range of ambient gas analysers; and export markets grow to include 60 countries
- 2011: Wins Governor of Victoria Innovation Excellence Award
- 2012: Acquires Alstom's chemistry and environmental business
- 2013: Wins 51<sup>st</sup> Australian Export Awards: Environmental Solutions
- 2014: Ecotech Industries Pvt Ltd opens in Madhya Pradesh, India; Ecotech NZ Environmental Ltd opens in New Zealand
- 2015: "Serinus Gas Calibrator" range launched. Ecotech Monitoring Solutions is acquired in Hyderabad, India
- 2016: Ecotech celebrates 40 years

Ecotech now employs more than 200 people across Oceania and South East Asia. It has 53 distributors, two manufacturing facilities and ten branch offices. It operates one of the largest networks of monitoring systems in the world – more than 440 sites, real-time monitoring. Every day.

And none of this would have been possible without you, the fantastic staff and partners – past, present and future. Not only have you shaped the lives of people worldwide, you have shaped Ecotech into what it is today.

But as Ecotech expands it becomes even more important to stay connected with staff and distributors across several continents. This book forms a large part of the company's aim to retain the camaraderie and sense of purpose you expect in a much smaller business. Ecotech values the personal approach of a small business, while achieving the financial stability, growth and success needed to continue to employ more people, and develop more products.

Ecotech has created this book to reflect on the past, and to give voice to the memories that are now part of the company DNA and have defined corporate culture. But it also works alongside the "Vision 2025" to celebrate Ecotech's future.

You will see our 2025 vision statement reflected throughout the book.

I'm still happy to be making scientific instruments instead of bombs.

Micheal Planck ”

Seeing Robert Dal Sasso clearing tables at the first company BBQ gave me the impression that everybody, at all levels, gets stuck in and helps out

Chris Edwards ”

I am proud to be a part of this exciting enterprise and look forward to many future achievements within our industry, to assist protecting the world environment that we all share.

Chris Fowler ”

Being part of the Ecotech family is a great privilege

Guadalupe Rosas ”

**Vision 2025: We Are Ecotech**  
**We are growing We are “open for business” We are striving for a greater good We have a passion for solving problems**



**Ecotech's staff and distributors are a bunch of smart, flexible people who are passionate, dedicated and hardworking. This book is our way to celebrate and reward the commitment and loyalty of the Ecotech family, because it is what makes us so unique.**

This book encapsulates Ecotech's essence told through the eyes of you, the staff, suppliers and distributors. And it demonstrates how your collective experiences have made the company what it is today. Whether you are in India, or Australia, working remotely or in a branch office;

or whether you are a technician, administration officer or sales person – these are your stories.

We also thank our distributors and suppliers from across the world for sharing their stories with us.

This book is a window to the future, through telling the stories of the past.

It is Ecotech's gift to you and something we trust you will cherish. Share with your family and friends. Take time to reflect on where you are going, and where you have been.

Thank you for allowing Ecotech into your life.

# 1976

**Ecotech founded  
by Robert and  
Judy Dal Sasso**

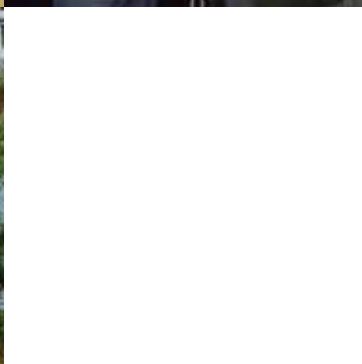


## 40 YEARS IN THE MAKING

**For those at the coal face, however, it can sometimes be a challenge to step back and take time to reflect on highlights of four decades – and there have been many.**

Throughout this book, we have included a timeline highlighting the key achievements we are most proud of, and acknowledge the staff and partners who have made them happen.

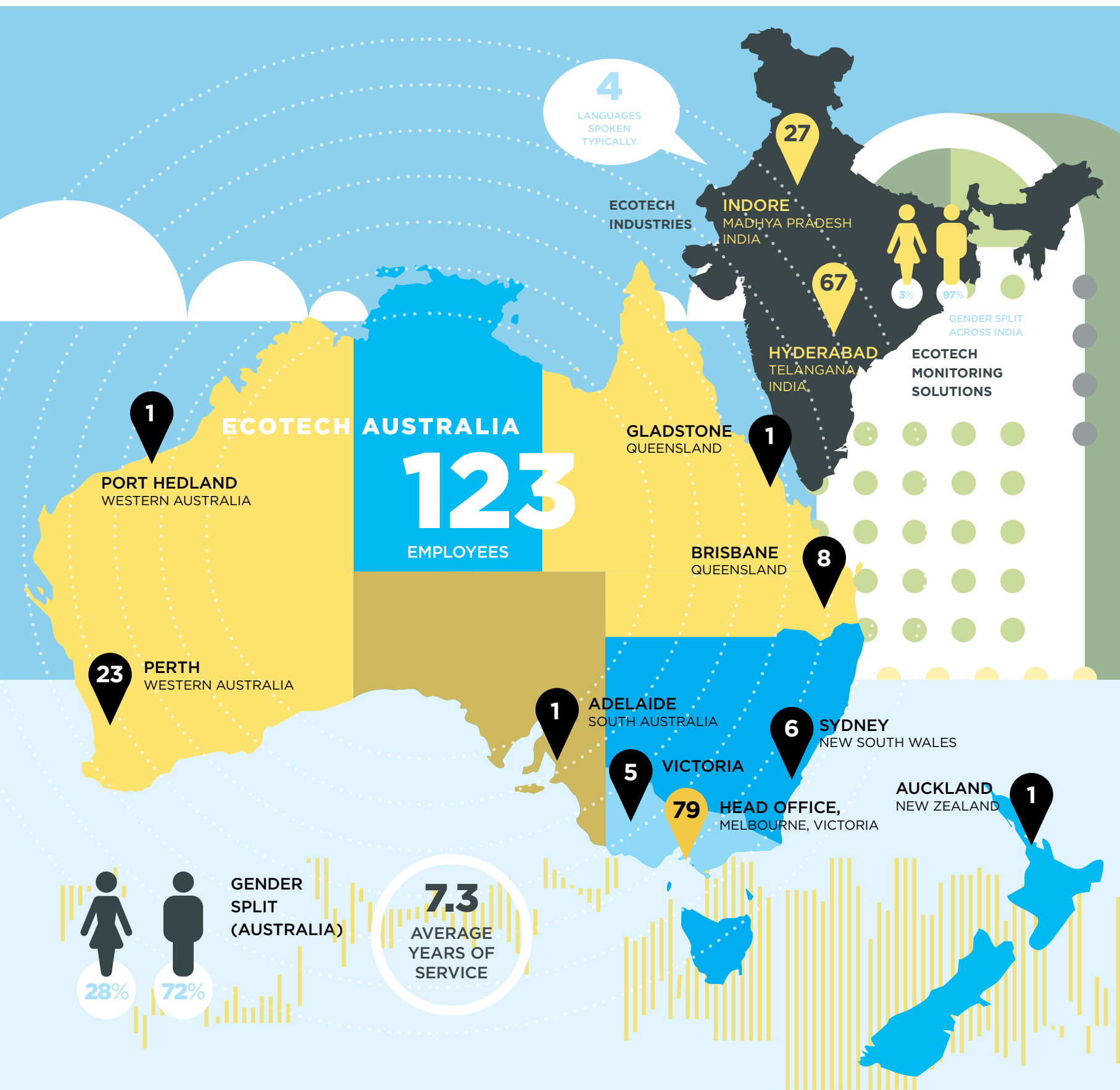
Follow us on our journey and discover the key events that shaped our company.













## WE ARE GROWING

Over the years, our growth has been sure and steady, and we continue to grow in several ways - geographically, staff numbers, products and capability.

What started as one man's vision, in the basement of his Templestowe home in Melbourne, now operates across several continents with more than 200 employees, more than 50 distributors, two manufacturing facilities and ten branch offices.

Then in 2014 we achieved our biggest accomplishment to date, opening Ecotech Industries in India, and welcoming staff from the subcontinent into our global family.

We have received numerous certifications and accreditations for our manufacturing facilities, products and services, including International Organisation for Standardisation (ISO) 9001 certification for our manufacturing facilities in Melbourne, Australia and Indore, India; ISO/IEC 17025 accreditation by the National Association of Testing Authorities (NATA) for testing and calibration services; United States Environmental Protection Agency (U.S. EPA), European and Russian approval for many Ecotech products.

We have also been honoured with recognition in the form of awards, including induction into the Victorian Manufacturing Hall of Fame (2008), the Australian Export Heroes Award (2013), the Governor of Victoria Export for Innovation Excellence Award (2011), and the Australian Export Award (2013).

We grew from that basement, to larger premises in Blackburn, and now our purpose-built facility in Knoxfield.

And it is far from over. We are already a strong competitor in a global market, our financial position is solid and we have a reputation for seizing on new ideas and being innovators in our field.

It is also vital to us that our global expansion does not come at the cost of our strong foundation of respecting cultural differences and celebrating what each individual brings to our company.

We know that our success has been a direct result of trusting and empowering our people, as the following memories illustrate.

## NEW BEGINNINGS



Image by: ERS Team

### David Ding

ENVIRONMENTAL REPORTING  
SERVICES (ERS)  
MELBOURNE

**When I started in Ecotech, there were only 5 people working in ERS and now we have 15 people in ERS.** I experienced ERS growing up. That is amazing.

### Kelly Hatton

HUMAN RESOURCES  
MELBOURNE

**The last company I was employed at, I was there for just over 20 years.**

It was a very large company with over 40,000 employees, and the floor I worked on had nearly 140 employees.

At the time I joined Ecotech in July 2014, there were approximately 112 permanent employees, now nearly two years later this number has more than doubled and I am always working on some type of recruitment, so the employee base continues to grow.

My move to Ecotech was a vast contrast to my old day-to-day working life and a refreshing change.

### Ankit Paranjpe

SOFTWARE (RESEARCH &  
DEVELOPMENT)  
INDIA

**If I look back, and try to find out the most memorable day of my journey in Ecotech for the past 1.5 years, then it would be my first day in office - My Joining Day.**

I still remember, it was awesome weather (with lots of fog) with awesome feelings and excitement to join my new company, where I was also going to meet some awesome people in my life. As it was my first day, I had to commute on my own. My home is almost 30kms away, and I decided to go on my bike as I wanted to enjoy the weather and also I had to rush to the office.



Image of: Diwali Party, Ecotech India Offices

However, by the time I reached office I was completely wet, and in fact water drops were dribbling out of my helmet. Well, till now I hadn't realised that in my excitement to join Ecotech, and the weather, I had become bit unfit to look like a new joiner in the company. But Ecotech culture and people here completely overlooked all hustle and bustle at my end.

I was introduced to everyone and after an induction process, I felt I had been there more than a day. Many things and thoughts and memories of that day are still fresh in my mind.

### Bernard van Zyl

EASTERN SALES  
BRISBANE

**Easter 2001: The van Zyl family is on a LCD (look, see, decide) trip in Australia.**

As part of the investigation, I sent an email to Ecotech to enquire about general salary ranges in our industry.

No response for a week or three but then out of the blue, there is an email from Paul Dal Sasso offering me a job. This is the power of trusted connections.

Robert had checked me out with a trusted supplier (and I think with one of my competitors too) and without formal interview initiated the employment discussion through Paul.

I guess if anyone is willing to uproot their life in their homeland and transplant it into another country to take up a job, it does show some level of commitment and drive. We took some big risks on each other, but I am always grateful to Robert and Ecotech for taking a chance on me.



Image by: Bryn Evans

### Frank Kirn

PURCHASING  
MELBOURNE

**My proudest moment was when Paul Dal Sasso and I finally completed and moved everyone into the new Ecotech head office building here in Knoxfield as we all know it today...**

It was a massive challenge and great achievement, which took Paul and I about eight months to project manage and put together with all the renovations, extensions and complete design fit out, not to mention the staged relocation and migration of every single department.

It was a moment of pride for me to start from Day One of an establishment as huge as Ecotech, and be a part of its journey from the beginning.

In my career before, I had never experienced such pride of being a part in the foundation of such a big company with a supportive and united team like this. I was really excited to take up new challenges at the workplace and learn more each day. This pride inspired me to be more committed towards my job responsibilities and work enthusiastically with high team spirit.

## A SENSE OF PRIDE

### Bindhu Thomas

PLANNING AND  
ADMINISTRATION  
INDIA

**When we entered the new plant of Ecotech at Pithampur, India, from our temporary facility, I experienced some wonderful moments with the entire team in bringing up the new setup and getting things organised for the new establishment and its smooth functioning.**





## Liz Edwards

INTERNATIONAL SALES  
MELBOURNE

**One of my most treasured moments at Ecotech was having the honour to attend Government House to celebrate Roberto Dal Sasso winning an Australian Export Hero Award in 2013.**

I had the privilege of being able to write something to be compiled with other stories from Ecotech staff about Robert for the submission.

**I have known Robert Dal Sasso all my life and have worked for his company for seven [now 10!] years. In the time of my employment under him, I have found him to be innovative, inspiring, mentoring, caring, passionate, driven, motivating, sensitive, investigative and a lifelong learner. Robert has never been complacent with just the now, he is always looking forward. One quality I strongly admire about Robert is that if you ever ask him to help you with something, he not only does but is onto the issue or task right away and also is continually challenging you to think about how to solve a problem as well as considering future ramifications. He is a very hands-on person and doesn't just talk about something, he always follows through. Robert is a past, present and future person and he has never-ending drive and innovation to move forward for the betterment of mankind.**

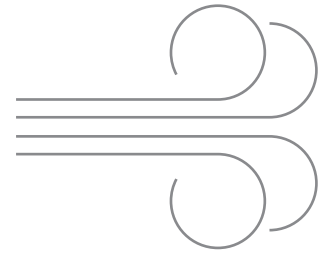
Another quality I admire about Robert is that you can always put an idea forward to him and he will always tell you exactly what he thinks whether it be right or wrong. He is contemplative, instructional and a great source of immense knowledge and information. He integrates all of this and has an uncanny sense of current issues, common needs and future directions. The main quality I adore about Robert is that no matter how busy he may be, he is not only willing to help whoever needs it, but he always takes the time to find out what is happening in his employees' lives whether it be work, personal, etcetera. He always seems genuinely caring and interested in his employees whilst at the same time forging new ideas in the workplace.

He is constantly travelling as an Australian ambassador, sourcing market needs and trying to fulfil these as well as looking towards future directions. Regardless of the economic market's ups and downs, he has always pursued the export market for environmental monitoring equipment. He has also helped sustain many Australian jobs and careers.

Robert is a true gentleman, motivator and inspirational leader. He is the founder of a brilliant company and he deserves recognition for his 35 [now 40!] years of technical contribution to the environmental monitoring market.

# 1978

**Ecotech starts distributing air quality monitoring analysers**



## Felicity Sharp

INTERNATIONAL SALES  
MELBOURNE

**My proudest moment at Ecotech is watching our distributors succeed.**

It sounds corny but it's true! Being able to be a small part of their journey in growing their environmental monitoring business is very satisfying. I have formed strong friendships around the world just from doing my job, so I feel that I am very lucky.

## Stefanus Irwanto

SOUTHERN SALES  
MELBOURNE

I was very proud of my first sales order as a salesperson with Ecotech in 2012.

## Dilip Billore

PRODUCTION  
INDIA

My proudest moment was when we got the ISO 9001 certification in India.

## Viral Chitroda

OPERATIONS  
INDIA

**When we shipped the first analyser from India to a customer, it was a very big achievement for me and my team.**

There was a lot of hard work from a lot of people, including my team members in India, and the support I received from James Agius, Mark Staples and Phil Schneider, that went into achieving this target.

## Chris Edwards

RESEARCH & DEVELOPMENT  
MELBOURNE

**Every time we change a process or procedure to make the product better, this is a step in the right direction.**

Every little step adds up to make a big difference and the software department has come a long way over the years.

## Jessica Pekin

MARKETING  
MELBOURNE

**I am most proud of coordinating the start-to-end launch of the Serinus 6o (NO<sub>2</sub> gas analyser) in 2016.**

This was a wonderful project as I was able to engage with every department within Ecotech, as well as attend the official launch in Dubai.



## Kelly Hatton

HUMAN RESOURCES  
MELBOURNE

**The first reveal of the Ecotech website at the communications session really crystallised the Ecotech vision for me and made me feel quite excited about what is possible for Ecotech.**

Another inspiring moment was when the website was revealed, and I heard Robert talk about the company and the history and how proud he is each time he drives into the carpark.

This little snippet for me left a long lasting impression and still to this day puts a lump in my throat.

## A WORLD OF EXPERIENCE

### David Logan

RESEARCH & DEVELOPMENT  
MELBOURNE

**Knowledge is knowing that a tomato is a fruit. Experience is knowing not to use it in a fruit salad.**

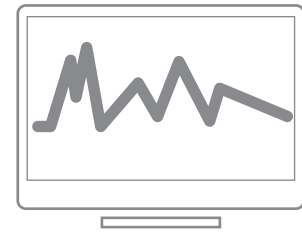
**During my 23 years at Ecotech, I have had many opportunities to travel and meet interesting people. Travel, however, comes with its highs and lows.**

In 1998, I travelled to Jakarta, Indonesia to conduct some training in conjunction with Kevin Dobson from the University of Queensland. I had previously been there to install a network of mobile monitoring stations. The training was to be performed at a place called Serpong, about an hour out from Jakarta.

The first week of training went well. During the second week however, political unrest was increasing and there was a growing number of demonstrations against the Suharto regime. The hotel we were staying at in Jakarta was opposite the Trisakti University, where a large demonstration was to take place. I got a feeling that something was going to happen that day when travelling out to work. I noticed a large number of soldiers travelling towards the university on their motorbikes, carrying heavy weapons. Sure enough, four students were shot by riot police that day, sparking a wave of riots across Indonesia. I remember trying to get back to Jakarta and continually being diverted. Eventually we had to stay with some friends of Kevin's just out of town. It was a real shock watching the news that night on CNN to see riot police running

1983

Ecotech commercialises its first data logger



down demonstrators and seeing my hotel in the background.

The following day we continued our training as there was nothing else we could do. We couldn't go anywhere. That night we tried again to get back to our hotel, only to be confronted by a wave of looters. I remember our driver turning the car around so quickly and returning to Serpong for the night.

Eventually we got back to Jakarta after 3 days. The sight of burnt out cars,

looted supermarkets and smashed up shopping centres was a tragic reminder of just how fragile this world really is.

About 18 months later we returned to Jakarta and completed the training. It was so encouraging to see the positive spirit of the locals there. They showed great character in the face of adversity. Indonesia will always be a special place for me.

## Grant Kassell

RESEARCH & DEVELOPMENT  
MELBOURNE

**Twenty-three years ago, I was just finishing my first year at university when I began my journey with Ecotech over the summer vacation.**

Back in 1993, with a staff of about 20 at head office, I quickly got to know everyone. Little did I know that 30 % of us would still be working together at Ecotech more than 20 years later.

In that first year, I remember soldering eight chips with 40 pins each onto countless memory boards. It certainly improved my soldering skills. I still remember my first stuff up - using a router to cut a hole in a weatherproof box in the wrong place.

During my second summer at Ecotech, a bug in our 9200 data logger caused every data logger in the field to go back to 1970-something. Ecotech's sole programmer was overseas and out of contact (only one or two staff members had a mobile phone back in those days), so my time in Research & Development (R&D) at Ecotech began.

I saw Ecotech grow from one building in Blackburn, to two, to three. Now there's a story - we already had Unit 3, and when Unit 5 was up for auction in Blackburn, a few of us decided to take a look around with Robert Dal Sasso during the final inspection. It seemed to be the only building in the estate that wasn't sinking at one end or the other. A few minutes later in the middle of the auction, Robert decided to buy R&D and Systems a new home, and began bidding.

The Ecotech team was growing, but friendships extended beyond work hours. I fondly remember skiing trips, overnight hiking down at Wilsons Promontory, shooting each other at laser tag, then taking it up a notch to paint-ball.



A great aspect of being part of Ecotech is the opportunities that arise. I never had any great desire to travel the world, but I now treasure the experiences I've had in India, United States of America (USA), Switzerland, England, Spain, Austria, Cyprus, Sweden, Germany and the Netherlands, let alone around Australia. It can be hard work after sleep deprived flights, but it's very rewarding to see things from the customer's perspective and many friendships are formed.

I've enjoyed many challenges in developing and improving our instruments and solutions. Not all have been successful, but there have been many proud moments with those that have. I know I'm not the only person enthused to know that our instruments are on their way to Antarctica, or operating well below freezing at 10,000 metres high flying through volcano emissions. The thrill of getting the first measurements from a new and complex instrument is a real driver.

It's great to be part of a team that continues to grow and learn; working with others who are also trying new things and striving to help our customers, and grow the business with whatever skills they have to offer.

## OUR FRIENDS ACROSS THE GLOBE

### SequoPro

SPAIN

**Our story with Ecotech started only 9 years ago...**

In 2007, we were looking for an H<sub>2</sub>S (hydrogen sulphide) converter and just by chance we remembered we had seen the Ecotech mark in some air quality network in Spain.

We wrote to Ecotech and immediately received a very friendly email in Spanish from Nicholas dal Sasso! This was the beginning of our business relationship.

During the 2009 Ecotech Distributor Conference in Cyprus, we had the opportunity to meet Robert Dal Sasso, James Agius, Felicity Sharp and the rest of the big Ecotech family.

From the beginning we were pleasantly surprised by Australians' professional and friendly style of business. To be in the opposite part of the world has never

been an obstacle for fluid communication, quick support and, in general, a very easy style of doing business.

In 2013, after the launch of the Serinus series, the European Regulations didn't accept the instruments unless they were tested by the German TUV [TUV are German organisations that work to validate the safety of products of all kinds to protect humans and the environment against hazards]. This meant much money, technical effort and time. But again we felt strong support from Ecotech and their craving to compete in the "Premier League" against historical / traditional manufacturers.

Nowadays we are proud of distributing strong and precise instruments, with all the needed international certifications and, what is more important, with the valuable customer support that Ecotech offers us.





Melanie Chester

INTERNATIONAL SALES  
MELBOURNE

When I think about Ecotech, these words come to mind: changing, empowerment, interesting, awesome, engaging, diversity, solutions, dynamic, hectic, fun, exciting, teamwork, growth and family.



Grant Kassell

RESEARCH & DEVELOPMENT  
MELBOURNE

**Kim Haines managed to arrive at the airport in Sri Lanka after his flight had already left.**

He had misread his ticket and thought the flight was 12 hours later than it actually was. Given flights out of Sri Lanka were only daily, it took about three days for him to limp home on a less direct trip. It left a lasting impression on me - I check and triple check all international flight tickets now!



Bindhu Thomas

PLANNING AND  
ADMINISTRATION  
INDIA

**Once our company’s driver, Ajay Kaushal, Viral Chitroda and I went out to purchase some diesel cans as per our plant’s requirement.**

While driving, there was a point when Ajay had to enter into the main road from the service road and a motorbike rider overtook our car from the wrong side and fell down. He got a bit injured in this small accident. It was a very unexpected situation and within no time, some people gathered on the spot.

The funniest part is that sometimes people enjoy getting involved in unnecessary matters and argue without even analysing the real situation. By default, the bigger vehicle drivers are assumed to be at fault, no matter what. Similarly, here too the crowd was ready to beat the car driver for hitting the motorbike rider. Ajay somehow managed to make a quick escape from the spot, before the crowd could come closer, and handed over the car keys to me.

The crowd thought that I was driving the car and so, Ajay escaped from getting beaten up from the crowd. Also being a lady driver, I had a

privilege (people wouldn’t dare do something like this to a female... Ha ha ha ha!). We sorted the matter by taking the bike rider to the hospital and getting some first aid treatment for him. Even took up the matter with the nearby police station.

At that point, when Ajay ran away from the spot, even we were quite nervous how to tackle the situation. But today, whenever we pass that point, we laugh about that incident and Ajay thanks me for saving him from getting beaten up by the crazy crowd.

## Marie Laborde

RESEARCH ENGINEER  
SWITZERLAND

**Back in 2004, I was at the end of my contract with CSIRO and looking for a job.**

RDS [Robert Dal Sasso] happened to be at CSIRO one day and after sharing lunch with him and Melita Keywood, he brought me back with him to introduce me to the Human Resources and Environmental Reporting Services (ERS) managers at Ecotech. After a very informal interview, I left with an ERS contract and a lot of immigration paperwork to do!

Once my visa was obtained a few months later, I arrived at Ecotech in Blackburn to discover that RDS forced Grant Kassell to take me on board. I was just reallocated to Research and Development (R&D)! Back then, R&D shared a huge industrial hall with the System department. The smell of the oil combined with the noise of the workshop reminded me of my best time in high school... I was home.

The first few weeks were hard... very hard. Just imagine that you do not speak more than two words of English, and that you have Grant giving you, at full speed, the explanation of every single project. Eventually, I became fluent in the Kassell language... but it was not yet

the other way around. Grant still had no idea what to do with me. A few months into the job, I still remember his face, puzzled, asking me how an aerosol engineer could be useful to him. I have to admit that I could not really figure this out either. Turned out, we managed after a good hour discussion, involving the full department, to find projects to involve me in... and that was the start of my time at Ecotech.

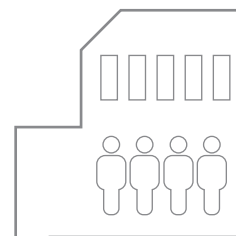
The rest is history and countless numbers of good memories: Late night data processing with Grant and a tasteless Hawaiian pizza; multiple BBQs in the park; laughing at Mark listening to music while hiking; getting the LED nephelometer to work; drinking wine with Joe [Darwent] and Maxi [Robert Maxwell]; sharing knowledge with Grant, David [Logan] and Felicity [Sharp]; getting the US EPA certification for the Serinus range of gas analysers; installing countless number of booths at conferences; bike riding with Grant in Prague; fighting until 3 am to get this troublesome data that would prove the ACS (Aerosol Conditioning System) right, presenting the results; talking to and training customers; going to crazy random bars with Felicity in San Francisco; being jetlagged in a Starbucks cafe wondering what should we do next.



Image by: Marie Laborde

# 1989

**Ecotech employs 10 staff  
and moves to new building  
in Melbourne, Australia**



## OUR FRIENDS ACROSS THE GLOBE

### Guadalupe Rosas

REPRESENTACIONES  
MEXICANAS DE  
MAQUINARIA Y EQUIPO (REP  
MEX)  
MEXICO

**Through the years I've  
worked with Ecotech I have  
seen many technological  
breakthroughs that have been  
implemented.**

The personalised support brought to us by Robert Dal Sasso, Nicholas Dal Sasso, Felicity Sharp and Steve Chamberlain-Ward helped us to close business with our customers.

The support of Ecotech in quality, price and delivery time made the work to win our projects in Mexico.

The Service Department at Ecotech provide prompt and effective support to Representaciones Mexicanas, allowing us to bring a quick and effective solution to our customers.

Being part of the Ecotech family is a great privilege.





FUNNY  
BUSINESS

Colin Barnes

STORES  
MELBOURNE

I remember back in the Blackburn office, while unloading a container, that we surrounded Robert Stetner’s motorbike with pallets so it hid his bike, and when he came looking for it he could not find it and was looking for a while.

We also put Daniel Bloomfield’s bike in a container we were loading and shut the doors with help from Grant Kassell and fellow conspirators.

Chris White

NORTHERN SALES  
QUEENSLAND

Due to snakes entering the building at our premises around Brisbane Airport from time to time, snake training was organised for the Brisbane staff.

The purpose was to basically identify common snakes, and to know what

Grant Kassell

RESEARCH & DEVELOPMENT  
MELBOURNE

Back in Blackburn, we used to have evening drinks on a Friday night with Envirorent.

I hate red wine, while John Dal Sasso and Robert Maxwell are connoisseurs. One night, John was called down stairs for a customer, and I replaced his red wine with a glass of undiluted Ribena. He came back, sat down, sipped at his ‘wine’, swallowed it... and only after what seemed an eternity, but was really only seconds with us all watching him, did he react.

to do should a snake be encountered. Although a bit scary, it was funny to see everyone take a big step back when the snake catchers brought the brown snake out.

We even have a pet snake living in an old brick BBQ at the back of the premises, which is a beautiful non-venomous green tree snake called “Bitey”.



1992

Ecotech establishes branch  
offices around Australia



ACHIEVING THE  
EXTRAORDINARY



David Brown

SYSTEMS  
MELBOURNE

Working in the Pilbara region in outback W.A helping to set up monitoring stations around the town of Newman.

This was needed for the expanding iron ore mining operations at Mount Whaleback - which is the biggest single-pit open-cut iron ore mine in the world!

Stefanus Irwanto

SOUTHERN SALES  
MELBOURNE

My time at Ecotech has been really rewarding.

I have personally developed and enjoyed the journey with Ecotech. Hope to see many more successful years to come.

Chris Fowler

SYSTEMS  
MELBOURNE

The Systems department in the early days took on 14 Air Quality Monitoring Stations (AQMS) at once, all with walk-in shelters for gaseous and particulate instruments for export.

With only a small staff contingent, the cooperation, skill sets shown and determination to achieve with all involved, left an extraordinary sense of achievement with us all.

By meeting this shipment deadline, we proved we could achieve what looked impossible, and set a benchmark for the future. A big achievement for the times! And a credit to all involved.





## Rob Brown

HEALTH, SAFETY,  
ENVIRONMENT & QUALITY  
(AND FORMALLY INFORMATION  
TECHNOLOGY)  
MELBOURNE

**If you ever do a Google search for companies called “Ecotech” or “Eco Tech”, you’ll see we aren’t alone in the world; there are even other companies in the Melbourne area calling themselves Ecotech.**

When I joined Ecotech, our main domain name was “ecotech.com.au” and while this is a familiar name in Australia, if we wanted to stand out in the whole world, we really needed the “ecotech.com” domain.

Unfortunately, ecotech.com was already taken by a Russian guy called Pavel Kettig who ran a business called Eco Tech Consulting based in a little town on Vancouver Island in Canada.

Nicholas Dal Sasso wrote an email to him back in 2009 and offered to buy it from him and eventually he agreed on a very reasonable price. We also had to keep forwarding Pavel’s mail for a year and a half as part of the deal.

If we hadn’t bought the domain back then, we could easily be paying 10 times that amount now if anyone was willing to part with it.

Owning that domain name is critical to our brand.

## OUR FRIENDS ACROSS THE GLOBE

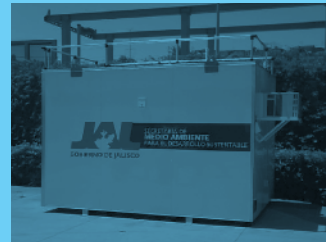
### Juan Luis Steimle

REPRESENTACIONES  
MEXICANAS DE  
MAQUINARIA Y EQUIPO (REP  
MEX)  
MEXICO

**Rep Mex experience with Ecotech: It all started at an AWMA (Air & Waste Management Association) Show in Vancouver around 1981 when we were both representing Monitor Labs (ML) in a ML cocktail party.**

I met with Robert Dal Sasso and we started talking about many things and one of them was the need we had to integrate complete units which we had already asked ML to help us with this, but they told us their policy was to sell instruments not integrated products. So we saw in Ecotech a solution because we were already representing the same product lines but in very different territories.

This relationship started very well and the next year we placed an order for two



complete mobile shelters.

Every time we had a problem we were getting the unconditional support of Robert and his associates. This helped us to grow and we started gaining strength. Our friendship grew, Robert came several times to Mexico and we went to Australia and were able to appreciate how Ecotech grew steadily.

In parallel, we were also growing. (We started working in 1979 from our home and in 1981 we rented an office too large for us which we outgrew several years later. In 2004 we purchased a house in Polanco and built there the Rep Mex building.)

The relationship between Rep Mex and Ecotech was good for both of us. We felt the Ecotech support many times we were getting better answers from Ecotech than from the original equipment manufacturers. For this reason, we decided to team up with Ecotech. We built a close partnership and now that Ecotech is much larger we enjoy the international support of its team headed by Felicity Sharp who is the main contact and coordinates the commercial and technical issues with all the pertinent departments.

We admire how Ecotech has grown and now has a manufacturing facility to distribute leading technology worldwide and is looking for innovations. We believe that keeping a good Quality Assurance in the manufacture, and listening to the problems and innovations will keep Ecotech at the head of the technology.

Since we have always worked in a true and honest fashion the relationship has been excellent and this is how we would like to see it in the next 40 years.



Felicity Sharp with Juan & Claudia Steimle, owners of Rep Mex

**1250**  
BLASTS PER MONTH

**125**  
MONITORS

**99.9%**

BLAST CAPTURE RATE

**22**  
BLAST SITES



## WE ARE OPEN FOR BUSINESS

Being Open for Business means more than simply doing business. It means a culture of transparency, teamwork, inclusion, diversity and multiculturalism.

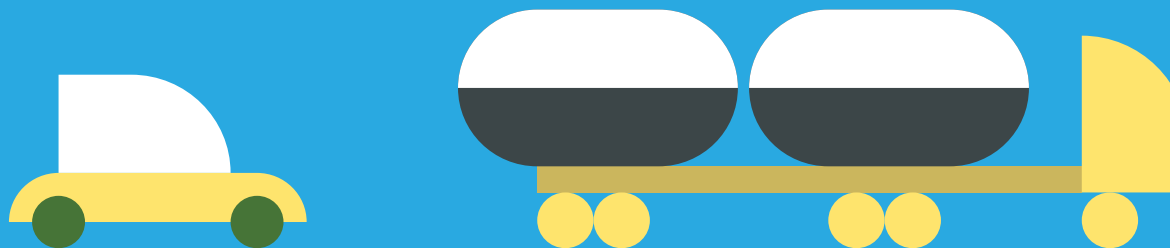
It means respecting and valuing our worldwide partnerships with suppliers, equipment manufacturers and researchers. And above all, it means a supportive and safe environment, where our people are free to express their points of view and every view is valid.

It starts with “Open Book Management” (OBM), which is full transparency into the business finances, so everyone can see how they contribute to the bottom line. We encourage everyone to think like a business owner, and we consider all points of view when coming to a decision that affects the company. We recognise that all our people play an important role in the business. They are not just employees; they are part of the Ecotech DNA.

We strive to meet the highest standard of workplace health and safety, and this extends beyond our own workplace into designing and manufacturing equipment that keeps communities, workforces and the environment safe.

When Robert Dal Sasso started the company 40 years ago, he had visions of a collaborative work environment, where people wanted to come to work each day and where individual differences were celebrated. That vision means we are now lucky enough to enjoy being part of a true global village.

And while we take our business very seriously, we also enjoy the friendships we have made, the bonds we have developed and some lighter moments as these memories prove.





# BUSINESS AS USUAL

## Rob Brown

HEALTH, SAFETY,  
ENVIRONMENT & QUALITY  
(AND FORMALLY INFORMATION  
TECHNOLOGY)  
MELBOURNE

When we do our monthly Communications sessions across Ecotech nowadays (now known as the Company Huddle), Kim Burin would prepare ONE professional slide deck and it’s all played off one laptop that we know is going to work without hiccups.

However, in days of old, we each used to present off our own laptops; and for the most part it worked just fine.

Except this one time. I remember doing a presentation on the importance of risk management. At the end of the slide show, Nicolas Dal Sasso thanked me and reinforced the importance of safety and encouraged everyone to look out for hazards and raise them as safety observations.

While Nicolas was facing the audience, talking for just a little bit longer than expected, the dreaded screen saver kicked in displaying a series of photos from my laptop... A can of WD-40... A pedestal drill ... A fire extinguisher...

And then up popped Freddy the foul fingered four-year old!



# LUNCHTIME LAUGHS

## Grant Kassell

RESEARCH & DEVELOPMENT  
MELBOURNE

Liz Murray walks into the kitchen, opens the fridge, finds her lunch from a week ago, throws it in the bin, then sits down to play cards.

Ten minutes later, James Agius walks in and starts rummaging through the fridge. Eventually he starts cursing that someone has stolen his lunch. Liz suddenly realises that the lunch she threw in the bin might not have been hers... Liz’s apology to James had the rest of the kitchen in hysterics. (James still managed to eat his lunch.)

## Phil Schneider

TESTING  
MELBOURNE

During the mid-naughties in Production at Blackburn, times were different from now.

Many of the Production staff were transient University or TAFE students and most were in their 20s. Many of those involved, including myself, have looked back upon those times and referred to them as “the glory days of Blackburn”.

There is no doubt that the professionalism has grown a lot since then. I think it was more to do with having a bunch of people in a similar stage of life with few commitments. The lunch room was often abuzz with robust discussions, or the solving of puzzles and conundrums. I recall one time when it took the entire morning tea break to solve why it was

## Grant Kassell

RESEARCH & DEVELOPMENT  
MELBOURNE

I was in San Diego for an AWMA (Air & Waste Management Association) exhibition.

On the weekend before, Andy Tolley (American Ecotech) and myself went out for a walk in the Anza Borego Desert Park (hours from any real town). Late in the afternoon, I thought I was being bitten by a fly on the back of the knee. Actually, a Cholla cactus had blown onto me, and I promptly hit it as hard as I could with my open hand trying to ‘kill’ it.

Needless to say I spent the next hour in a doctor’s surgery waiting for a doctor to be called in (late Sunday afternoon in the US), and then the next hour under local anaesthetic while I had close to a hundred fish hook style cactus barbs removed from my hand and leg.



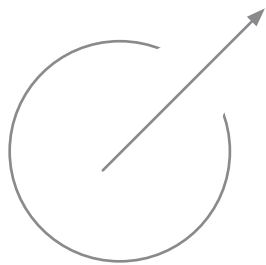
that when “20 sick sheep are in a paddock and one of them dies,” that the answer is not 25. They are happy memories for me and several of us are still employed at Ecotech.

My lunchtimes now are filled with playing Bridge, after years of having played 500 at lunch. When I was in India, Viral made sure that it was on my list that I train the locals in how to play Bridge!



# 1993

Ecotech starts exporting to  
India, Mexico and Cyprus



## OPPORTUNITY KNOCKS

### Mark Staples

OPERATIONS  
MELBOURNE

**My job interview was late on a Friday afternoon.**

It took a few hours, and at the end of a tour of the facility I went back to Human Resources (HR) and met Robert Dal Sasso. Robert asked me a couple of questions, then turned to the HR manager and my future manager and said, “this is the guy, you should hire him.”

Other fun times: A weekend hike at Wilson’s Promontory with the R&D department; laser tag in Box Hill; and cooking pizzas in the R&D environmental chamber

They (the pizzas) took four hours to cook and didn’t taste all that good!

### Chris Edwards

RESEARCH & DEVELOPMENT  
MELBOURNE

**Being offered the job and asked if I could start the next day! That made me feel wanted.**

**Having personal interaction with Robert Dal Sasso, Nicholas Dal Sasso and the senior team. This is so different to the other companies I have worked for and gives Ecotech that personal touch.**

Seeing Robert clearing tables at the first company BBQ gave me the impression that everybody, at all levels, gets stuck in and helps out.



## OUR FRIENDS ACROSS THE GLOBE

### Le&Der Group

TAIWAN

Thanks for Ecotech’s support and our long term relationship for over 15 years. Congratulations! Ecotech’s 40 years is a huge milestone in the environmental area and the responsibility for the world and the tremendous contributions to keep the earth clean.



parks, universities, research organisations, and private firms.

From the EC9800 series to Serinus series, the evolution has been collected improved skills, better experience, and unforgettable memories for Le&der team. Undoubtedly, Ecotech always provide the quality support such as the technical training, answers of questions, and recommendation of enquired products.

Our story together is not ended and continues to be written by Ecotech and Le&Der.

Happy Birthday, Ecotech!

In Taiwan, both Ecotech and Le&Der have had huge efforts to provide best instruments and services to the market and the story has been created.

In the early time frame, the EC9800 series analysers took the important role to enrol Taiwan Environmental Protection Administration (EPA) and founded the great reputation in our region due to both companies’ strong partnership and cooperation.

Time goes by so fast; we have worked together for many projects to satisfy customers from the industrial



Anthony Knoepfle

ENVIRONMENTAL REPORTING SERVICES (ERS)  
MELBOURNE

After moving over from the UK, it was nice to land at a company with a family feel especially after coming from a corporate company of over 1000 employees.

It also helped having another Englishman as my boss so we quickly built a rapport about “how odd Australia was” (no offence!).

I was thrown in at the deep end and managed to swim through to change job roles twice in a few years. I love having such a varied job where you might be thrown something completely new anytime.

I received an Ecotech performance award for the ERS websites that I built, which was a nice recognition of my work.

You know you’re at a good place when your Managing Director comes around for a chat and you can pop into his office if you need!



Image by: Lara Nicholas

Chris Edwards

RESEARCH & DEVELOPMENT  
MELBOURNE

Travelling to India, the first time to recruit for the software positions over there, we didn’t even have a site at that stage.

The second time to spend two weeks with the team training and working with them. This was an incredible experience getting to understand the Indian culture and the way things work there.

When I joined the company, the Melbourne office only had around 90 employees.

In the roll-out of the Airodis software, I visited three users’ sites to install the software for them to beta-test. This gave a great insight into how other companies use our software and work differently to us.

The difference I make is in the pride I have in our products, it has to be the best for us and our customers. Every day you need to ask yourself: “Would I buy this?”

My first day at Ecotech started with a BBQ down at Jells Park. This is the tradition in R&D and is a great way to meet, and say goodbye to people when somebody starts, or leaves the department.

At Ecotech I am a person and not a “battery engineer”!

Kelly Hatton

HUMAN RESOURCES  
MELBOURNE

I am lucky enough to work at the front door of the recruitment process for Ecotech, so I am extremely lucky to have these proud moments all the time when I speak about Ecotech with interested applicants each day.

1994

Ecotech exports markets grow to include Columbia, Sri Lanka, Indonesia, Malaysia and Thailand

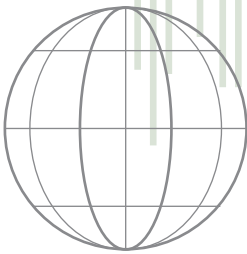


Image by: Nuno Rodrigues

Nuno Rodrigues

TECHNICAL SERVICE & SUPPORT  
MELBOURNE

Ecotech gives opportunities to people in different places and circumstances. I think this feeling is shared by many of us.

For the 40<sup>th</sup> anniversary book, I would like to share my first contact with Ecotech and Nicholas Dal Sasso’s email reply!

Good afternoon Mr Nicholas Dal Sasso,

My name is Nuno Rodrigues I am from Portugal, the other side of the globe. ... I’m really motivated to work in an international company, Australia

and Ecotech seem the best choice. Attached is my CV.

Best regards  
Nuno Rodrigues

Dear Nuno,

Thank you for your enquiry. Your resume certainly looks very interesting.

Can I ask a few questions? What are your passions in your work life? What do you really enjoy doing at work? Do you have a family? I look forward to your reply.

Regards,  
Nicholas Dal Sasso  
General Manager, Ecotech Pty Ltd



## OUR FRIENDS ACROSS THE GLOBE

### Synspec

NETHERLANDS

**Our first contact was in Cyprus, where the stations were all fitted out by Ecotech and in those the Synspec BTX analyser was added.**

Serious cooperation started in India in 2006. We were looking for a good distributor, had checked several alternatives that were not focussed on the AQMS (Air Quality Monitoring Stations) market and choose Ecotech.

Setting up of AQMS and selling them into India for a price that was worth our investment brought us into contact with Nicholas Dal Sasso, who had just taken

over as Managing Director. So I had a lot of meetings with Steve Chamberlain-Ward and Nicholas in India, in some other countries, and Australia.

The time difference of 10 or 11 hours made phone contact during "normal" business hours almost impossible. So, we met half way in Asia.

We experienced great hospitality Down Under: Meals with the Dal Sasso family, eating out in Melbourne, Sydney, Brisbane. Once even at the Christmas dinner, joining the Ecotech staff on a boat trip with bites and drinks in the Melbourne harbour. And then back to Groningen, Netherlands.

**Titia Meuwese**



40 years is a very long time, congratulations on the fantastic achievements during these years!

I can look back on a small part of this period. It was in the year 2011, just a few months after I started working for Synspec, that I had the opportunity to visit the Ecotech offices in Australia for the first time, together with Titia Meuwese.

At that time, Ecotech was already representing Synspec in several countries for more than five years. From all the partners of Synspec, there is no other distributor that is so far away from our company in the Netherlands. So we took the opportunity to visit not only the Ecotech headquarters in Melbourne, but also the Ecotech offices in Brisbane and Sydney.

It was a very positive feeling being in Australia, as all the Ecotech colleagues were very friendly and knowledgeable. I remember being surprised on meeting one of the Ecotech colleagues who could speak the 'Dutch' language, which was very funny at that time.

I am also looking forward to continuing the tradition of having a fruitful meeting and a great time during the biannual Synspec distributor meetings. The meeting in Bangkok has just been finished, where we were happy to meet again a great guy from Australia.

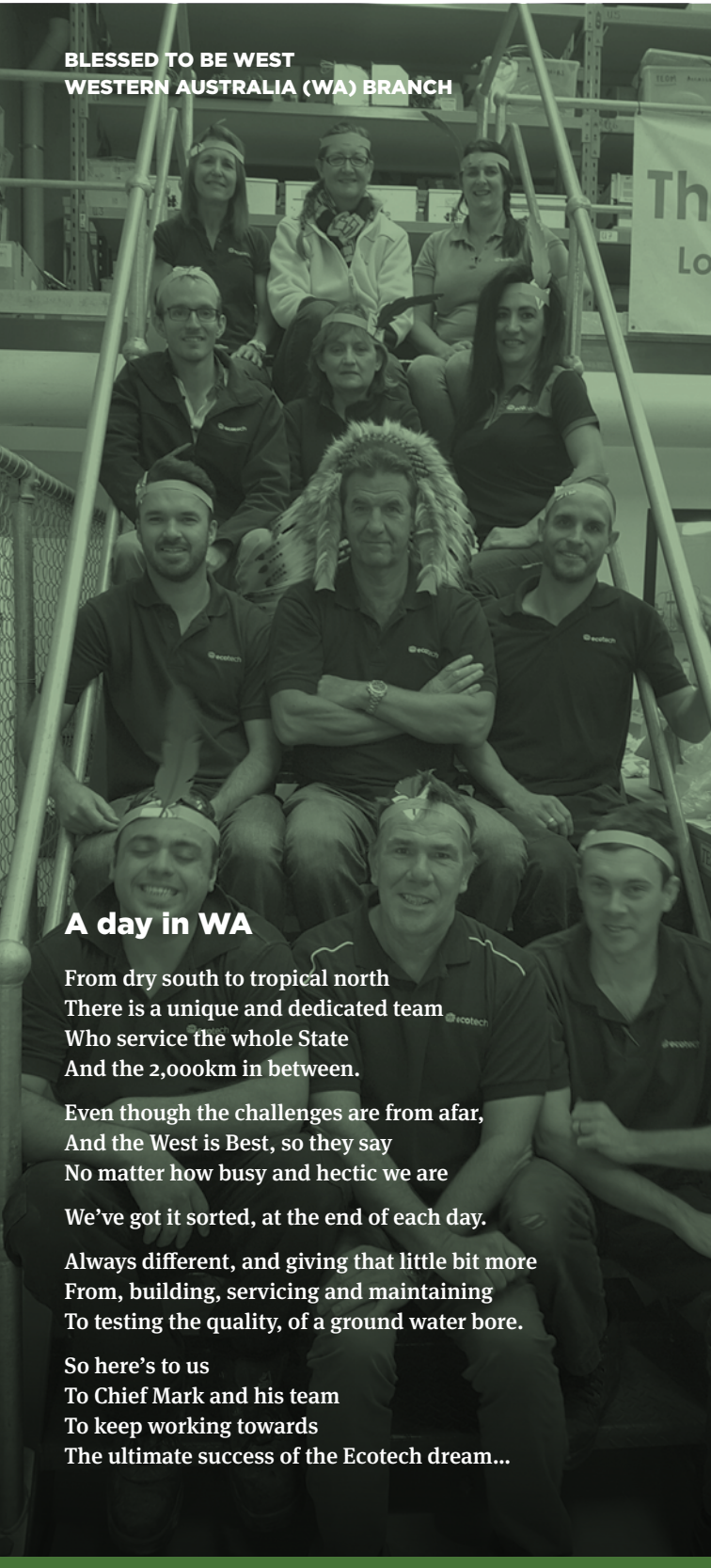
The combination of the products from both our companies is a powerful one. So in the past few years we did not only meet for the supply of gas chromatograph to you, but also in various countries for joint projects or exhibitions via local distributors representing both of us.

The recent developments in India, with the opening of the production facility from Ecotech in India and the incorporation of all the service and maintenance work in India within Ecotech, will give excellent opportunities for an even closer cooperation.

Once again, congratulations and looking forward to meet you all again!

**Rens Zijlmans**





**BLESSED TO BE WEST  
WESTERN AUSTRALIA (WA) BRANCH**

**A day in WA**

From dry south to tropical north  
There is a unique and dedicated team  
Who service the whole State  
And the 2,000km in between.

Even though the challenges are from afar,  
And the West is Best, so they say  
No matter how busy and hectic we are

We've got it sorted, at the end of each day.

Always different, and giving that little bit more  
From, building, servicing and maintaining  
To testing the quality, of a ground water bore.

So here's to us  
To Chief Mark and his team  
To keep working towards  
The ultimate success of the Ecotech dream...

**Kathleen Corbett**

MARKETING  
MELBOURNE

**One of my most proud moments  
at Ecotech was being selected to  
attend the Great Game of Business'  
annual conference in St Louis, USA.**

Being invited to a conference  
aimed at business owners or upper  
management – and being able to  
interact with this audience (converse,  
debate, share experiences) – was  
extremely encouraging for me  
especially as I was the youngest  
Ecotech invitee and newest to  
the company.

To me, the philosophy behind  
Open Book Management (OBM)  
is a commitment to transparency,  
education and equality. This strongly  
speaks to my innate belief that  
everyone is equal, valued and can  
achieve greatness when working  
together harmoniously.



Image by: Stephen Fraser



Image by: Bernard van Zyl

**Bernard van Zyl**

EASTERN SALES  
BRISBANE

**In late 2006, I finally got approval  
from Nicholas Dal Sasso to start the  
Queensland (QLD) branch.**

It was way after midnight when my  
wife and I opened a Residex and  
decided that we will settle in Mango  
Hill, north of Brisbane. I recall we just  
liked the sound of the name Mango  
Hill. I once again uprooted the van Zyl  
clan and we settled in QLD in early

2007. The Ecotech QLD branch was  
a one-man operation for a while and  
operated from my study at home.

At one point we had an infusion of  
Alstom culture after purchasing their  
Environmental group. Chris White,  
Mark Neaves, Margaret Wyganowska  
and Mohammad Roohi are all ex-  
Alstom employees that joined our  
ranks and are still with us today. The  
QLD branch has since grown to be the  
second largest branch in Ecotech.





## TAKING CHARGE

### Mandy Mackay

PRODUCTION  
MELBOURNE

**I've been with Ecotech for the past eight years. My most proud moment actually started as my most scary moment of Ecotech life.**

Tuesday morning, 21 December 2015, I pulled into the Ecotech carpark at 6.30 AM. I am more often than not the first person to arrive onsite (I always like to arrive early – would never be known for running late!). As I pulled up at the gate, I could immediately smell the distinct odour of smoke. My heart started to pound – from the building windows I could see grey smoke billowing from the windows. With the help of Cheng and Hieu, the fire brigade was called and I alerted management.

Less than five minutes later, four fire trucks arrived on scene and quickly took control of the situation. The days (and months) that followed were hectic as Ecotech recovered, but we all rallied together.

That quarter, I received the award for safety. It was sincerely my most proud moment, to think that I played a part to minimise damage to the building and protect Ecotech.



## OUR FRIENDS ACROSS THE GLOBE

### Sunway Environmental Technology

HONG KONG



**Sunway is grateful to collaborate with Ecotech for over 6 years.**

As one of the distributors in Hong Kong and Macau, Ecotech provide comprehensive factory technical training and assistance to Sunway, in which overseas technical training workshops were offered by Mr Robert Dal Sasso in Hong Kong. In order to further strengthen our partnership, we were also invited to join the distributor conference organised by Ecotech.

Equipped with fast-response and high-precision monitoring instruments from Ecotech, numerous cooperative projects have been awarded and successfully accomplished since 2009. For instance, installation and commissioning of the first NO/NO<sub>y</sub> monitoring station in Hong Kong, equipped with Ecotech's EC9843 NO<sub>y</sub>

analyser, as well as background AQMS measuring trace level of ambient gases, were implemented by Hong Kong Environmental Protection Department (HKEPD) and Sunway. In addition, taking into account the odour level emitted from government buildings in Macau i.e. Automatic Waste Collection System and Sewage Treatment Plant, two H<sub>2</sub>S monitoring systems (Model EC9850B and H2S1100) have been installed and operated by Environmental Protection Department of Macau and Sunway.

Ecotech's professional, reliable environmental instruments and comprehensive assistance, it should help us to acquire more business opportunities in Hong Kong and Macau.



## OUR FRIENDS ACROSS THE GLOBE

### JTCM Comércio e Tecnologia (JCTM)

BRAZIL

JCTM started the partnership with Ecotech in the beginning of this century, more precisely in 2001, although we had been part of the Ecotech's history before, when Jose Claudio, JCTM's founder, took part of the assembling, commissioning and starting of four fixed AQMS (Air Quality Monitoring Stations) and one mobile AQMS in the city of Rio de Janeiro, being the first Ecotech system installed in Brazil.

We've had many great moments, one special moment was when we won the premium to "1 Million in Sales on 2010/2011 period".



On one Ecotech Distributor Conference, our team took part of training in Australia and Ecuador, and conferences in Mexico, Dubai and Spain, from where we were able to enlarge our relationship with several Ecotech members from other countries and also strengthen relations with

the Ecotech team. Our sales reached an important group of clients in Brazil, both to national and international companies installed here.

Among several projects we highlight 3 of them:

- Samarco: 6 x AQMS (Espírito Santo - 2011);
- City Hall of Rio de Janeiro: four x AQMS, which were added to others 5 Ecotech AQMS, acquired in 2001, totalling 9 Stations, 1 being mobile. Since 2009, JCTM operates these 9 Stations;
- IAP (Instituto Ambiental do Paraná): 7 x AQMS (Paraná - 2015).

Our company already sold further 30 x AQMS complete stations and more than 50 HiVols, besides other small Systems in our country, spread in many cities of Brazil.

We are now spreading the Ecotech name in other states, further expanding the knowledge and its capacity on high technology, creating value and recognition everywhere in our country.

All the given support, conferences and training promoted by Ecotech were very positive, bringing to us some good experiences.

We hope coming 15 years more for our partnership... Hope coming 40 years more for Ecotech... Congratulations!

### Nilupa Dediwalage

MECHANICAL ENGINEERING  
MELBOURNE

My proudest moment and biggest achievement whilst working at Ecotech was being handed the reins to lead the Mechanical Engineering team after just 9 months in the Research & Development department. I was thrilled to have the opportunity to experience a leadership role for the first time.



Image by: Nilupa Dediwalage



Image by: Leena Iyer

### Leena Iyer

FINANCE  
MELBOURNE

On 25th February 2016, I was conducting Open Book Management (OBM) training for some new starters, this was my second time that I was conducting the training but Nicholas Dal Sasso couldn't attend the first training session so he was interested in attending the second round of training.

During the training after watching and participating for a while, Nicholas got up from the chair to leave, he turns around and gives me a big smile with appreciation and a big raised "thumbs up". That is what I call a "proudest moment". It made me so happy and proud of what I was delivering to the new starters and I will cherish that always... Thanks for giving me that chance to share with everyone.





Image by: Camille Andrade

## THE ECOTECH FAMILY

### Bernard van Zyl

EASTERN SALES  
BRISBANE

**“Fun sale!” This is the customary greeting by Anders Arvidsson at Opsi whenever I call him.**

We have been associated professionally since the 90’s and he has always made a point of pronouncing my surname the way I do in my mother tongue. Anders is an exceptional person that shaped my professional life in more ways than what he realises. I call him a business associate and my friend.

### David Ding

ENVIRONMENTAL REPORTING  
SERVICES (ERS)  
MELBOURNE

I like to work at Ecotech and I feel very comfortable in this company. Ecotech is a warm family to me. My children like our Christmas parties, where they have enjoyed fun times.



Image by: Bernard van Zyl

# 1995

**Data Reporting:  
First contract to supply air  
quality data reports**



### Nicholas Dal Sasso

MANAGING DIRECTOR  
MELBOURNE

**There are many candidates for my proudest moment; from receiving the Australian Export Award in 2013 to seeing our Melbourne dispatch team clamouring (safely) over fire hoses to receive a delivery to the warehouse (the show must go on!).**

But the ones that stand out the most

### Kelly Hatton

HUMAN RESOURCES  
MELBOURNE

**I really enjoyed putting together the staff engagement survey.**

I love reading the comments and hearing from the employees. It really challenges me to think about what it is I can do to influence change.

## RUMOUR HAS IT

### Frank Kirn

PURCHASING  
MELBOURNE

I’ll never forget taking Nicholas’ bright yellow Audi (Pluka) for a test drive one morning when he got it back from being boosted and chip tuned and he was all excited to show and tell me all about it.



are to witness those staff who have placed their and (sometimes) their family’s trust in Ecotech to come to a foreign country and start a new life.

Maybe it’s because I am the son of a refugee, but it gives me an immense sense of pride when I see these journeys resulting in a staff member obtaining their citizenship and leading a successful and productive career.

I am always humbled by the bravery and trust shown by these hard-working and optimistic individuals and it makes me proud to know that Ecotech had a part to play in starting their new life.

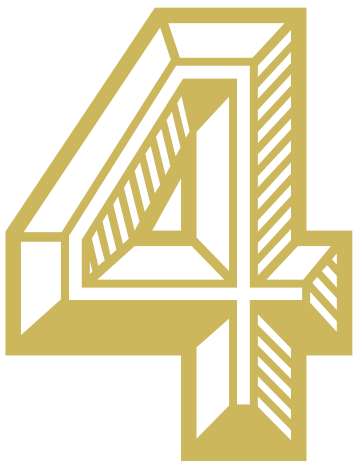
### Grant Kassell

RESEARCH & DEVELOPMENT  
MELBOURNE

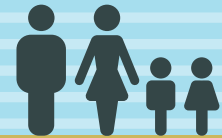
There’s a rumour (I seem to recall actually hearing this from Robert Dal Sasso) that shortly before “9/11” changed airport security, Robert Dal Sasso was at an airport in Canada with Judy, his wife, when a border security official asked him if he was carrying any weapons. He apparently replied “Not this time”... Somehow I don’t think you could get away with such a comment so easily nowadays.







## WE ARE STRIVING FOR A GREATER GOOD



We work hard every day at Ecotech, looking for the next product innovation, customer, partner or solution. But it is not all about financial incentives, we also need purpose in life. It's what makes each of us unique.

We are more than workmates, we are family. We care for each other and promote a sustainable work-life balance, where personal milestones are celebrated and recognised. We know that you have a life outside work, and we appreciate you more for it.

From the moment you join the Ecotech team, you are encouraged to learn and grow. To find opportunities that allow you to develop your skills, enhance your knowledge and even discover new and exciting career paths.

We have zero tolerance for workplace bullying or harassment, and we support our Ecotech family through good times and bad, professionally and personally.

Outside the workplace, we also contribute to the communities in

which we live and work. This may be encouraging our tradition of staff involvement in Shave for a Cure, or actively working to improve the quality of life for people in the developing countries in which we operate.

Of course, our core business – what we live and breathe every day - helps other businesses better understand how their industry and the work they do impacts on the environment, so they're better armed with information to improve the health and wellbeing of their community.

The following stories, whether humorous, uplifting or inspiring, illustrate how striving for the greater good has been part of Ecotech for 40 years – and will be for decades to come.





Image by: Robert Maxwell

## REWARD AND RECOGNITION

### Caroline Knight

ENVIRONMENTAL REPORTING SERVICES (ERS)  
MELBOURNE

**I feel the proudest when I have been working hard on a report and my clients send me an email to thank me.**

It makes the effort all worthwhile. Even though it's my job to provide my customers with what they need, personal thanks from them makes my day.

My biggest achievement is being asked to become a NATA (National Association of Testing Authorities) signatory. To date I have passed the first two exams, and have two more to do to become an approved signatory.

### Ronald Kumar

FIELD SERVICE AND MAINTENANCE  
PORT HEDLAND

**As a team in Port Hedland (1650 kilometres by road north of Perth), our most recent achievement is achieving zero faults over a period of time, and an average of only two faults per week for the Western Australia (WA) northern fault list. A huge improvement compared to before.**

Quote from a customer feedback survey:

**I have recently just been raving about the excellent work that Ecotech, and in particular Ronald Kumar have done when the cyclone came through last week.**

**He worked so hard to get the dust monitors up and running. Ronald was excellent, and always is. If there's work to be done he just keeps going until it's done. He's a massive help always.**

### Shae Miller

ADMINISTRATION & SALES SUPPORT  
BRISBANE

**When you work hard, it's important to show your staff how much you appreciate their efforts.**

In August 2015, the Queensland (QLD) branch celebrated everyone's hard work by heading to the Bavarian Bier Café for dinner. At this stage I'd only been working at Ecotech for three months but it still remains one of my most memorable moments.

I knew we had a great team here in the QLD branch but getting to spend some time outside of work to get to know everyone reinforced that I really do work for a wonderful company with a brilliant bunch of people.

### David Ding

ENVIRONMENTAL REPORTING SERVICES (ERS)  
MELBOURNE

When I got my 5 years working in Ecotech award, it was my proudest moment.

### Khanh Nguyen

TECHNICAL SUPPORT & SERVICE  
MELBOURNE

My proudest moment was when I received recognition for 10 years' service.





Image by: Nuno Rodrigues

## Marita Pravidur

MARKETING  
MELBOURNE

**My most recent ‘proudest moment working for Ecotech’ would have to be sending the very first NPS (Net Promoter Score) customer survey update to all staff.**

I had become familiar to listening to our customer’s feedback month after month and was personally well aware of their opinions and experiences of Ecotech customer service, as would our staff that have the opportunity to directly interact with our customers on a daily basis.

There are however many Ecotech staff who work diligently ‘behind the scenes’ that don’t have that

direct communication to hear what our customers are saying about us. After the first update was emailed out, to my surprise and relief I received a flood of positive feedback from staff expressing how helpful and interesting it was to be given the feedback. It was a light bulb moment for me, as I hadn’t realised the transformative, empowering effect it can have for staff to be able to accurately hear customer feedback and understand how their contribution to Ecotech was being realised by a person at the end of the customer journey.

It gave me a sense of achievement and appreciation, being that communication link between our staff and our customers.

# 1999

**Ecotech starts manufacturing EC9800 range of gas analysers**

**– NATA/ISO 17025 accreditation for air quality and emissions monitoring systems**



## OUR FRIENDS ACROSS THE GLOBE

### Tesscorn Systems

INDIA

**Tesscorn’s association with Ecotech started in April 2012 after a meeting with my colleague Gopakumar Chandran and Steve Chamberlain-Ward of Ecotech in Dubai.**

To start with, Tesscorn sold an Aurora 4000 nephelometer, followed by Aurora 1000 nephelometer and again another Aurora 4000. Then came the big requirement of 12 nephelometers for the India Meteorological Department, for their centres all over India. Tesscorn personnel worked meticulously for this case, spent lot of time with end users, convinced the decision makers about Ecotech’s Aurora 3000 and could get the order for 12 units. All the nephelometers were installed within a period of 4 months all over India and they were connected in a network with the Central Data Station in New Delhi. Data is being collected from

New Delhi Centre for the last six months on regular basis from all the 12 centres. Tesscorn is maintaining all the nephelometers by servicing and calibrating them. Personally, I did visit Ecotech during October 2012 for five days detailed training on nephelometers, HiVols, MicroVols and so forth. I am highly indebted to Robert Dal Sasso as he personally trained me on all the products and also to Mr. Manoj Kumar who took care of me during my stay in Melbourne. Mr. Manoj also visits us in India on regular basis to provide all the support.

Tesscorn and Ecotech participated in Indian Aerosol Science and Technology Association (IASTA) conferences in 2012 (Mumbai) and 2014 (Varanasi) and demonstrated Aurora 3000.







## Jenny Osthmuller

FINANCE  
MELBOURNE

**I was a young mother, with a six-month old son, when I first started at Ecotech. It's now 20 years later. Can't believe how time flies. I'll never forget when Judy Dal Sasso had once said to the Financial Controller about me: "She is young, she won't last long at Ecotech." 20 years later I am still here.**

I was working closely with Judy, she was a fantastic person to work for. At the start I was thinking, "Well a small family business, should I work for them or a bigger company?" But believe me it's the best decision I have ever made.

I had a rough patch with my personal life, it's amazing the support and love I received not only from the Directors at the time (which was Robert and Judy Dal Sasso), but also the shareholders Nicholas and Paul Dal Sasso. I will never forget, and will always appreciate what they have done. As I see it, they are part of my family.

Ecotech has become a family where I am surrounded by colleagues who genuinely care for each other. It is the satisfaction from working in such an environment that makes the time at work so enjoyable.

Judy was fantastic, down-to-earth, always trusted in me and we worked so well together. Never forget the good

old days when she used to take all the ladies to Oaks Day (Ladies Day) in a limousine – no matter if you were a production worker or an admin person, we all went for the day and had heaps of fun.

Because it was a small company everyone was so friendly and it became my second family. Robert and Judy worked together, as all normal couples it was funny to see them argue one minute, and the next minute have lunch together. They were both such an honest and hardworking couple that it motivated all of us to work even harder and achieve what we have achieved so far.

While working at Ecotech, I have also met the love of my life Jamie Kilpatrick. That was an added bonus.

## FRIENDSHIPS FORGED

### Caroline Knight

ENVIRONMENTAL REPORTING  
SERVICES (ERS)  
MELBOURNE

**I work in the best department in Ecotech - ERS.**

My workmates are not only people that I work with, but people I am friends with, and it makes coming to work an enjoyable experience despite the busy work schedules and report deadlines. We all genuinely care about each other, and it always impresses me how my workmates are always ready to pitch in and help out when the need arises.



## Kathleen Corbett

MARKETING  
MELBOURNE

**A fun memory for me is Ride to Work Day 2014. This was a struggle for Jess Pekin and I (it was actually one of the most terrifying experiences of my life). However, the other riders (Rhys Evans, “Dougie” David Douglas and Anthony Knoepfle) were so lovely to us and ensured we didn’t kill ourselves on the way.**

Ecotech has been woven into many significant milestones in a relatively short period of time in my life. Two months from starting at Ecotech, I got engaged. In the year and half that followed, I proceeded to buy a house, travel and get married. Intermixed was huge passion projects at work – the launch of the website rebuild, relaunching the internal newsletter, writing content and communication pieces. I attribute Ecotech – and the people – to some of the happiest years of my life.



(Image by: Kathleen Corbett)

## Jamie Kilpatrick

PRODUCTION  
MELBOURNE

**I first started at Ecotech back in May of 2000, I started working in Production on a part-time basis as I was still at TAFE doing an electronics diploma. I soon thought to myself that working for Ecotech could be a great opportunity so I accepted a full-time position in Production shortly after.**

Over the years, Ecotech has provided me with many opportunities to grow within the company; by after only a few years I was given the position of Production Supervisor. Then a few more years later I was given the opportunity of taking on the role of Production Manager. Since then I have taken on one more role, the role

of Domestic Purchasing, something I had never done before. I am very appreciative of the trust that Ecotech has shown in me to take on this role as well.

Ecotech started as a small family business and family was always at the very core of what Ecotech stood for and along the way gave me the opportunity to meet my partner at Ecotech and start my own family. This is something that I am very thankful for that Ecotech has been able to provide me with.



## PRIDE IN OUR ACHIEVEMENTS

### Bernard van Zyl

EASTERN SALES  
BRISBANE

**Nothing makes me prouder than to see our staff grow and succeed.**

These proud moments come unexpectedly and could be as simple as to see or hear that someone is doing a great job, or landing that tender that one of our sales teams had fought very hard for, or seeing an already busy staff member step up to help out another team in a time of need. In summary, I guess for me, being an active part of the Ecotech community sits at the core of every proud moment I experience at work.



Image of: M5 Site Sydney





William Phelan

SYSTEMS  
MELBOURNE

The large Water Flow Rig, that adorns the wall near the rear carpark, was designed and built by Ecotech for checking the old water flow-meters.

Switching it on for the first time was very cool. Most staff would never have seen it running. It's now our biggest museum piece - taking up the cage at the rear of the building for the past 10 years.

Don't tell Nicholas, but I have plans to reincarnate it into a water feature for the Sahara courtyard!



2003

Ecotech wins a contract for air quality monitoring and supplies 240 gas analysers to Taiwan



OUR FRIENDS ACROSS THE GLOBE

Islandwide Scientific

SRI LANKA

These photos are of some AQMS (Air Quality Monitoring Stations) and High Volume Air Samplers in Sri Lanka.

Stations were originally supplied around 1995 and were operational up to 2010. High Volume Air Samplers are still working today. Speaks volumes about Ecotech's quality and durability.



Distrilab

KAZAKHASTAN

We see the relationship between our two companies, Distrilab and Ecotech, as friendly two super heroes with great success, talent and super powers.

Congratulations to all on this wonderful achievement! Distrilab team wishes you continued success and growth. Let there always be friendship and mutual assistance between employees, and may it bring good results.







Images by: Chris White

## Chris White

NORTHERN SALES  
BRISBANE

**In mid-2013, the Northern branch relocated to a building in the airport precinct owned by BAC (Brisbane Airport Corp).**

Shortly after, Mark Neaves and I organised a sales visit with BAC environment staff, which resulted

in the branch selling some water monitoring stations to our Landlord. What made this project even more interesting was the monitoring location – in between the runways! Our BAC hosts had to organise special security permissions for us to visit these locations. We also got to observe some of the airport firefighters in action. Quite an unusual and eventful day.



Image of: Nicholas Del Sasso and James Merry

## Chris Edwards

RESEARCH & DEVELOPMENT  
MELBOURNE

**My proudest moment was having my head shaved (twice) for the shave-a-thon to raise money for charity.**

Such a small thing can make a huge difference to the state of things.

## Ronald Kumar

FIELD SERVICE AND  
MAINTENANCE  
PORT HEDLAND

**My motivation to become an engineer started with my first work in a sugar factory in Fiji.**

The way the Senior Engineer handled himself, with confidence and pride, prompted me to ask the question, “How can I be like you?” His answer was simple, “An Engineer is someone who has a little bit of knowledge about everything.” This has stuck with me but at the same time made me ask – Why a little bit of knowledge in everything? – Why not, as much knowledge as possible?

After moving to Australia, I realised my goal to study to become an engineer, where three years into my degree, I started an eight-month contract working with a coal mining company. After my contract ended, I was offered a full-time role in the company but I gracefully declined as I had another two years of study to complete.

In December 2014, I started work with Ecotech. Environmental engineering had quickly become a very important field in the engineering world and

also comes under the electrical discipline. When I started with the company I had no prior experience in Environmental monitoring field, but within a year I became lead technician for one of their biggest networks.

Good rapport with customers and hard work gained me glittering feedback from our customers. This was made an example and circulated in our monthly survey outcomes to all the company staff. I was later nominated for the “Employee of the quarter award”.

After 16 years of industry experience and university studies, I have experience and qualification in electronics, instrumentation, communication network, weighing industry, teaching, project management and environmental monitoring, making my field very diversified.

My journey to become an engineer did not start from my first day at university but it started the day I started working towards becoming one. This has been my journey to become a professional engineer and I am very proud to have reached here with Ecotech.



Image by: Frank Kirm



## Sebastian Wojtas

ENVIRONMENTAL REPORTING  
SERVICES (ERS)  
MELBOURNE

**Although I have only been with Ecotech in the ERS department for a year, it has gone so quickly with a steep learning curve.**

I have had to get my head around all the different instruments and sites and resources available to use. It has been a challenging but rewarding first few months, and I am still learning new things every day.

## Rob Brown

HEALTH, SAFETY, ENVIRONMENT  
& QUALITY (FORMALLY,  
INFORMATION TECHNOLOGY)

**Many years ago, it was really hard to get the big picture on who our customers were across all of our branches and around the world.**

Each branch and Sales representative had their own little piece of the puzzle and managed through various tools such as spreadsheets and personal address books. I'm proud to have been involved in the steady evolution of the Customer Relationship Management (CRM) software we use to track our customers and the opportunities we have to provide them with great products and services.

Our first big step was to implement an extremely complex package called iExtensions that sat on top of Lotus Notes. This database was actually made up of dozens of separate databases that all had to be synchronised across every branch.

## David Mimery

FORMER CADET, NOW  
OPERATIONS  
MELBOURNE

**My Ecotech journey has been a growing one. Starting in high school, and being the youngest person in the company (to date), I guess I see it from a different perspective, a less experienced one, you could say.**

But I've seen a lot interesting things from many aspects of the company and one thing I can clearly see is the growth that's already happened, and the potential for even more growth. So my journey at Ecotech has been interesting, a bit different from other career stories, but certainly interesting. And it's involved a lot of growing up.

## Viral Chitroda

OPERATIONS  
INDIA

**I started in Ecotech as a Production Engineer. I was placed with Mark Staples and Daniel Bloomfield in the Research & Development (R&D) department.**

I got good training from both of them. When I started, Ecotech was a company with approximately 100 employees.



One year after I started I got an opportunity to set-up Sailhero in China for the EC9800 series analysers, and a year after that for the Gas Calibrators (Gascals).

Working at Sailhero was altogether a different experience and I realised that with great Standard Operating Procedures (SOPs) and pictures, language is not a barrier. From the past two years or so I have been in India working for Ecotech Industries. I was very fortunate to have this opportunity. In this project I gained a lot of experience that one can only get when a new company is getting established.





## WARM WELCOMES

### Rhys Evans

TECHNICAL SUPPORT  
& SERVICE  
MELBOURNE

**My career with Ecotech began way back in 2002 in a very strange way.**

My first job fresh out of university was with the Queensland EPA (Environment Protection Agency). Chris White, now Ecotech Queensland Branch Manager, was actually my boss. After being with the EPA for just over a year, I decided that I wanted to move into the private sector. Having worked with several instrument manufacturers, the Ecotech branded EC9800 analysers were the ones I liked the most, so I sent off an email to Ecotech explaining who I was, what my history was and enquiring if there were any jobs available.

A few days later I got a phone call from someone at Ecotech (they didn't introduce themselves) saying they had received my email and wanted to have a chat. We then proceeded to have a very casual conversation about what I was doing at the EPA and my skills, etcetera. At the end of this very relaxed conversation I heard, "Well my name's Robert and as far as I am concerned welcome to the company. I'll have my people get in touch with you to make the arrangements," and then he hung up. That was it! I put down the phone, quite perplexed, turned to Chris and said "I think some guy at Ecotech named Robert just offered me a job, I don't even know what the job is" and Chris laughed and said that was Robert Dal Sasso, the CEO of Ecotech.



Image of: Micheal Planck

### Micheal Planck

RESEARCH & DEVELOPMENT  
MELBOURNE

**Mi casa su casa**

My first words to Nicholas Dal Sasso were, "I've just been drilling holes in your roof." He took it well.

From that first day Ecotech made me feel welcome in not just a new job, but a new country. And I'm still happy to be making scientific instruments instead of bombs.

## A LIGHTER SIDE

### Chris Fowler

SYSTEMS  
MELBOURNE

**Judy Dal Sasso had a fake spider put into her desk draw as a joke by someone with the initials "RM"? Never forgot how angry and terrified she was when she opened the draw.**

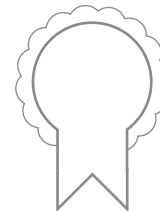
It went on for about 30 minutes. It was then we all found out that Judy was "seriously" terrified of spiders! Sort of funny to us but I'm sure not to Judy. All in good humor!

# 2006

**Ecotech moves to new custom designed 4000m<sup>2</sup> building in Melbourne**



—  
**Ecotech wins Governor of Victoria Export Award: Small to Medium Manufacturer Award**



### Stefanus Irwanto

SOUTHERN SALES  
VICTORIA

**I remember when I had to climb an 80 meter mast to collect anemometers. 2 x 80 masts in one day by the way.**

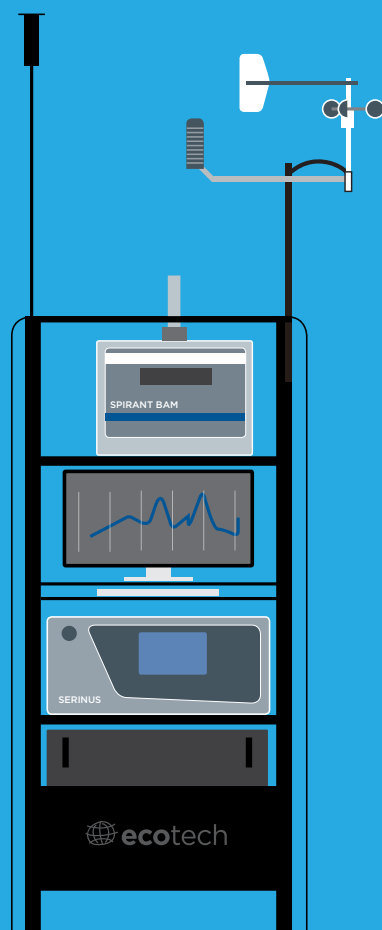
My colleague enjoyed it and I was clinging to the mast for my life. At least I took some good photos from the top of the mast.





# 1200+

INDIVIDUAL  
INSTRUMENTS  
MEASURING



## THE WIND TUNNEL

PURCHASED  
2010

NATA ACCREDITATION  
JUNE 2010

REMOVAL OF REDUNDANT  
LOUVRES  
DECEMBER 2011

CHANGED REFERENCE  
FROM CUP ANEMOMETER TO  
PITOT TUBE AND SOFTWARE  
UPGRADE

NATA TECHNICAL  
REASSESSMENT

NATA ACCREDITATION SCOPE  
EXTENDED FROM 27 TO 30 M/S  
MARCH 2012

REMOVAL OF >100,000  
STRAWS AND INSTALLATION  
OF ALUMINIUM FLOW  
STRAIGHTENER  
AUGUST 2012

NATA TECHNICAL  
REASSESSMENT  
JUNE 2016

BUILD DATE

# 1965

# 1954

NO. OF CALIBRATIONS  
PERFORMED:

CALIBRATIONS  
PERFORMED  
CONSISTS OF:

CUP	354
ULTRASONIC	459
THERMAL	497
VANE	515
PROPELLER	73
OTHER	56
TOTAL	1954

# 70+

WALK IN  
MONITORING  
STATIONS\*



## WE HAVE A PASSION FOR SOLVING PROBLEMS

We don't just sell a product, we sell a solution. Which means developing a thorough understanding of our customers' needs and encouraging our staff to continually think of new ways of doing things – and to share their thoughts with peers and management.

We encourage everyone to go the extra mile to find the perfect customised solution to any problem – and we give our people the tools and resources to make decisions. We are fortunate that our passionate and talented staff rise to the challenge every time.

As a medium-sized family business with staff and distributors across the globe, we rely on the doggedness of our field technicians and engineers, backed up by some of the best support staff in the business – from Human Resources to Information Technology, Marketing, Finance, Administration and back-office teams.

This combination of highly-trained technicians and professional support staff means we can stay at the forefront of technological advances, giving us an advantage over our competitors. Not bad for a company that started in one man's basement!

As for that man, there is a reason he is known as the “instrument whisperer”. And on top of having a brilliant technical mind, he is also a down-to-earth person who has been a mentor, leader, father-figure (and actual father!) and friend to many of us.

Our flagship Serinus range of gas analysers are second to none in ambient and emissions monitoring systems. And, as some of the following stories show, this would not have been possible without the input of a variety of staff, with a variety of skills. We thank them for that.

Read on and you will agree that our people – and their passion – together are what makes Ecotech the best in the business.



# THE LIFE OF AN ECOTECH SERINUS GAS ANALYSER

## David Logan

RESEARCH & DEVELOPMENT  
MELBOURNE

**The Serinus 50 SO<sub>2</sub> gas analyser development was based on the EC9850.**

My role was to incorporate the electronics of not only the EC9850 pre-processor board, but also the EC9841, EC9810 and EC9830 electronics all onto one PCB using Surface Mount Technology. A great team effort and very rewarding.

## Mark Staples

OPERATIONS  
MELBOURNE

**In Operations, every week on a Monday we come together to review the progress of every sales order and the status of every analyser on each order.**

The Serinus 50 will be considered as to whether its parts are available (or arriving in time) the production schedule is on time or late, the testing of the product is progressing as expected or there are complications, when it gets to Final Quality Assurance (FQA) if it meets expectations and is complete and finally, when it's boxed and on the shelf in the warehouse if it can be shipped. We review all of this together as a team and make a commitment to Sales (and therefore our customer).



Image by: Chris Fowler

## Nilupa Dediwalage

MECHANICAL ENGINEERING  
MELBOURNE

**The Mechanical Engineering Team has a wide-ranging contribution to the entire lifecycle of an Ecotech gas analyser.**

From my involvement with design in the early stages of the birth of an instrument, through Research & Development, to Jamie Kilpatrick's involvement in taking it through manufacture and production, through to William Phelan's involvement in finally integrating, installing and commissioning it into a system. We have a unique insight into the parts that make a whole, when it comes to Ecotech instruments.

## William Phelan

SYSTEMS  
MELBOURNE

**When the first Serinus arrived in the Systems Department, everyone said "the fittings are on the wrong side!"**

The EC9800 series fittings were on the right, and the Serinus are on the left. Well the reason is that the EC9800 was designed in USA and the Serinus is designed in Australia. We could only conclude that it must be a left-hand drive, right-hand drive thing.

## Viral Chitroda

OPERATIONS  
INDIA

**I am proud that my job means I can ensure the order of any Serinus 50 gets entered as per Purchase Order (PO).**

Once that is done, I schedule the production of the instrument and aim at moving the instrument along in production, pre-test, testing, Final Quality Assurance (FQA) and dispatch areas as per the priority of the instrument.

## Chris Fowler

SYSTEMS  
MELBOURNE

We have contributed to the evolution and success of the Serinus 50 by discovering and troubleshooting issues/improvements over time for the integration of this analyser into a Turnkey System.



Image by: Chris Fowler

## Jessica Pekin

MARKETING  
MELBOURNE

**Working very closely with R&D and Sales, I coordinated the product release of the Serinus Calibrator.**

This included developing collateral (brochure, specification sheet, how-to-order guide, posters, etcetera), communication to distributors, customers and staff, email signature banners and localisation of posters and brochures for distributors. This was a large project and one I am very proud of, as the challenge for me was understanding the product. Once I understood the complexities of the Serinus Calibrator, everything else just fell into place.



## Frank Kirn

PURCHASING  
MELBOURNE

How do I contribute to an Ecotech gas analyser? I play my part by staying on top of deadlines with suppliers to ensure all the new components are delivered on time!



**Sebastian Wojtas**

ENVIRONMENTAL  
REPORTING SERVICES (ERS)  
MELBOURNE

Although I have personally not been able to contribute to the development of the Serinus 50 analyser, here in the ERS department, we all get to look at and interpret the data from all of Ecotech's analysers.

**Bernard van Zyl**

EASTERN SALES  
BRISBANE

I bell them (call prospects).  
I tell them (inform clients).  
Then I sell them (analysers).

**Clinton Bush**

STORES  
MELBOURNE

I pack 'em up and ship 'em out.



Image by: Chris Fowler

**David Brown**

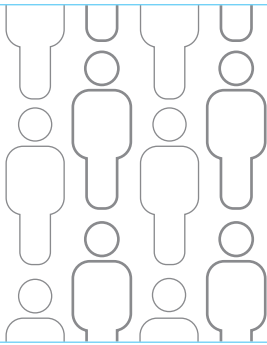
SYSTEMS  
VICTORIA

We fit the Serinus 50 into a rack system for the customer. We test and make sure that the instrument is performing as expected and that the data is being recorded on the logging system.



2007

Ecotech staff numbers  
exceed 100



**OUR FRIENDS ACROSS THE GLOBE**

**HAK Automation**

S.A.E (EGYPT)

Ecotech and HAK Automation started cooperation in 2009. We work together to meet our customers' expectations, introducing the best environmental solutions to measure and therefore protect the environment.

HAK Automation has more than 40 years' experience in system integration for gas analyser systems for process and CEMS (Continuous Emissions Monitoring System) application, with hundreds of installation all over industrial plants in Egypt including cement, power, chemicals, fertilisers, and metal, which we are the current partner for most industrial plants.

With the new updated regulations in Egypt, all industrial plants will be interested in installing Air Quality Monitoring Stations (AQMS). The success story is still going and continuing.

HAK Automation installed first AQMS with a Spirant BAM to measure continuously

PM10/wind speed/direction for air quality monitoring in cement plant in Egypt in 2015. Now after this successful first installation, we are looking forward for more opportunities in the Egyptian market as the AQMS market is still growing.

The market potential is relatively high for HAK Automation and Ecotech. This is based on two facts: Ecotech's variety of technologies and applications for ambient air monitoring, as well as the strong local support and service provided by HAK Automation.





Image by: Nicholas Dal Sasso

**Nicholas Dal Sasso**  
MANAGING DIRECTOR  
MELBOURNE

**What makes an Ecotech analyser is the pride our people put into them.**

Ecotech in Melbourne recently received an analyser from our Pithampur manufacturing centre which our courier must have thought was a good substitute for a shot put as it looked like it had been dropped more than once.

When it arrived, Colin Barnes thought that the presentation of the analyser

in its battered state was concerning enough to warrant it being brought directly to my attention.

For those of us that live and breathe Ecotech, it was not surprising that someone would take the time and effort to bring the problem to light, but I'm sure it doesn't happen everywhere.

So my day in the life of an Ecotech analyser was involved in recognising and responding to the pride that each and every one of our people puts into designing, building, testing and delivering it to our loyal customers.

**FIRE!**

**Sebastian Wojtas**

ENVIRONMENTAL  
REPORTING SERVICES (ERS)  
MELBOURNE

**On my first day starting a new job with Ecotech, I arrived to see everyone standing outside with the smell of smoke in the air.**

I was soon greeted by Kelly Hatton, who informed me that there had in fact been a fire inside the building that morning. What a great first day I thought. It's not every day you get to start a new job on the same day as a fire. Suffice to say, it was a "warm" welcome!

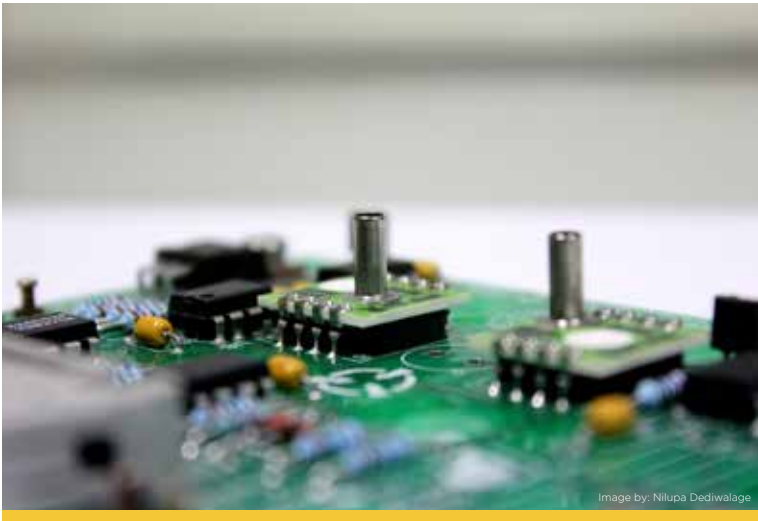


Image by: Nilupa Dediwalage

**Michael Dickon**

INFORMATION TECHNOLOGY  
MELBOURNE

**This is a strange one for "proudest moment", but it was after I was contacted by Nicholas Dal Sasso because the building was on fire (I was on holiday in Sydney at the time).**

I checked Site 24x7 online to see what servers had gone down, and they were all still working.

Still doubting this was the case I connected remotely to Ecotech and all systems were happily ticking away. A very happy day for an IT Professional.

## IT'S CHEMISTRY, BABY

### Micheal Planck

RESEARCH & DEVELOPMENT  
MELBOURNE

My proudest moment was teaching  
the correct way to cook a steak!



# 2008

Ecotech inducted  
into the Victorian  
Manufacturing Hall  
of Fame



## OUR FRIENDS ACROSS THE GLOBE

### Envirotech Online Equipment

INDIA

#### We Build Relations - Beyond Business

In February 2005, Peter Phaedonos came to Delhi to choose a partner for Ecotech in India. He spent just two days and we knew that we are going to be their partner. We both had so much in common that not coming together was unthinkable.

The first order in June 2005 - from Hyderabad - became a historical moment in our partnership. The experience of working together provided a unique opportunity to understand each other and laid the foundation of a strong bond.

Ecotech and Envirotech have the same passion, "To be the best and care for its customers". Both believe in taking calculated chances.

The Delhi project of Commonwealth Games, we moved together like tigers. Not driven by profits but to prove ourselves. This project has put us in the number one slot in India.

The Ecotech international distributor conference at Cyprus in 2009 still has the most vibrant memories. The hospitality of the host Mr George Orthodoxou of Medisell and the warmth of other partners of Ecotech is still fresh.

The journey is on. We have many more laurels to share.



Image by: Nilupa Dediwalage

### Nilupa Dediwalage

MECHANICAL ENGINEERING  
MELBOURNE

#### A Coil of Fire and NO<sub>x</sub> ... Game of Kilns.

The mythical substance known as Dragon Glass, has mystified the greatest minds of the Seven Departments for centuries. In a humble village adjacent a field of Knox, Dragon Glass was being studied and harnessed for its full potential.

It was famed that only fire from a dragon could transform Dragon Glass, so the task fell upon the wise Maesters, an order of scholars, healers and learned men and women in the Seven Departments. A furnace, an oven, and two kilns later, dragon's fire was indeed replicated, to transform the mythical Dragon Glass into Glassy Carbon. Once again peace was restored, and the NO<sub>x</sub> converters at Castle Ecotech were able to convert NO<sub>2</sub> to NO efficiently.



## David Logan

RESEARCH & DEVELOPMENT  
MELBOURNE

**In 1997 I travelled to Brunei Darussalam to install a series of PM<sub>10</sub> monitors and data loggers during a heavy smoke haze crisis.**

One of the remote stations was only accessible via boat up a large tropical jungle lined river.

The installation went well. However, on the way home back down the river

a very heavy tropical rainstorm struck us. Visibility was basically nil. The pilot of the boat had to stop in the middle of the river. No, not because of safety concerns, but because he was lost and could not tell which way to go. Half an hour later after sitting nervously in the middle of the river, the pilot regained his bearings and continued home safely.

The lesson learned. Water and particulates don't mix.



Image by: David Logan

## OUR FRIENDS ACROSS THE GLOBE

### Mehr Kanaz Sanat

IRAN

**We started to work with Ecotech 12 years ago. In Abu Dhabi Energy Show and Mr Karim (our president) visited the Ecotech exhibition booth and spoke to Manoj Kumar about activity in Iran.**

Then we sold one AQMS (Air Quality Monitoring Station) to Zanjan Department of Environment (DOE); this is the first Ecotech AQMS installed in Iran.

Now, we have sold 70 AQMS from Ecotech in Iran and the Ecotech name is a famous brand in this field.

We have had big projects in Iran, such as sales of nine AQMS to Tehran DOE (Department of Environment) and sales of 10 AQMS to Khuzestan DOE (Department of Environment).

We sold the most Ecotech AQMS in Middle East, North Africa and central Asia.



### LLC Analyt Komplex

RUSSIAN FEDERATION

**We knew about Ecotech gas analysers from our customer. They operated instruments for about 10 years and were satisfied with Ecotech equipment.**

We reached out to Ecotech about building a partnership,

but they replied with a "No". But after 12 months we proved ourselves and we became partners.

The visit to Moscow from Managing Director Nicholas Dal Sasso in April 2014 was a memorable moment in our partnership. We think a major project together with Ecotech will be in the future.

For us, Ecotech is very reliable and main partner now. Very flexible and professional management with the best technical support. We thank our manager Felicity Sharp

for help during two years. We thank Rhys Evans for the good training he gave to us and our customers in Moscow.

What we understand from three years cooperation:

1. Australia is very close with Russia
2. Australian people very friendly
3. Australian English is different from American and British English.

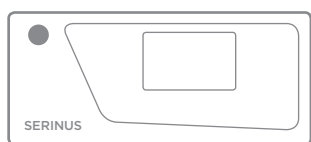
We would like to wish Ecotech team go ahead only. And welcome to Moscow!



# 2009

Serinus range of ambient gas analysers released and US EPA and TÜV approval received.

— Ecotech wins Australia-Latin America Business Excellence Award. Export markets grow to 60 countries.



## EVERYDAY SUPERHEROS

### Bernard van Zyl

EASTERN SALES  
BRISBANE

I took over from Basil Lai in New South Wales (NSW). A character extraordinaire and for a decade

or so the cornerstone of Ecotech's NSW operations.

I recall Basil being extremely task orientated. Basil and I certainly put in some long days and nights at times during the handover phase. Basil could get very engrossed in the job at hand and refused to acknowledge defeat to any technical issues. Basil's work ethics and commitment made a positive, lasting impression on me.



Image by: Bernard van Zyl



### William Phelan

SYSTEMS  
MELBOURNE

It's fair to say that Robert Dal Sasso inspires us all.

- He can fix any analyser - sometimes just by talking to it nicely.
- He can calibrate a mercury analyser with his eyes closed.
- He has five built-in leak checkers on each hand, and isn't afraid to use them!

To see Robert involved in solving problems in Service and R&D reveals a lot about the company's roots.



2010

Ecotech introduces Blast Monitoring Service



## Nicholas Dal Sasso

MANAGING DIRECTOR  
MELBOURNE

**Some years ago, Ecotech was contracted to provide an upgrade to an Opsis CEMS (Continuous Emissions Monitoring System) at the Boral Cement Plant at Berrima in New South Wales.**

A very peculiar effect on the readings was observed which had everyone, including the supplier and me, baffled.

The customer was anxious to get these readings working so it was a pressure cooker situation.

After a lot of effort and some systematic troubleshooting, I found an unusual optical phenomenon to be the cause and a fix was implemented.

After all was working, we asked the client for sign off on the last part of payment for this job and much to our surprise we were awarded a 15 % bonus for the efforts we put into overcoming this issue.



## Marie Laborde

RESEARCH AND DEVELOPMENT  
SWITZERLAND

**I guess my happiest proudest moment was a few years back when we couldn't figure out what was wrong with the ACS 1000 Air Conditioning System.**

After a year, multiple trials in multiples laboratories from Melbourne to Sweden to Finland and many failures I finally figured out that a leak was the reason for all our troubles. I still remember the relief I felt when the graph appeared on my screen. This graph showed the theory and the measurements finally agreeing.

## Michael Gambold

INFORMATION TECHNOLOGY  
MELBOURNE

**I remember one time that I had to travel to remote Queensland to assist with calibrations of Blast Monitors in the field for four days.**

I had flown into Mackay, heavily laden with my clothes, safety gear bag, tools, Geophone tester and laptop bag.

My hotel was in a little town called Emerald, some 380 km and 4 hours drive away, and the site was another hours drive starting early the following morning.

So here comes the funny/tragic part of the story...

I got everything I needed ready for the next day, all the documentation, my laptop charged, and all my clothes, safety gear ready to go. I thought that I had better change the batteries in the Pistonphone (the microphone

tester). I removed the four AA batteries and then when I went to install the new ones, the spring to hold the batteries (you know the ones) broke off. The reason it broke off was it was plated with some other metal and the plating stayed to the circuit board but the spring did not.

You can imagine a few choice words were thrown around, but after the long time and distance to get here (not to mention the customer was counting on it) I came up with a plan.

I "Magyvered" a solution by electrical taping the spring on to one of the batteries. This worked alright but would sometimes restart the test equipment as the spring was slightly compressed (not ideal when the calibration took 5-10 minutes). I didn't have anything else lying around except for some change in my pocket. I then used a 5-cent piece in between the batteries as a spacer but to ensure that it did not touch the other battery

terminals I covered it in half with electrical tape (imagine making a ying-yang with electrical tape). It worked and I could move it around without it restarting and could close the battery compartment.

Amazingly this worked like a charm for the four days that it needed to work.

When I got back to Melbourne I re-soldered this ensuring that it was done properly and fixed up the other tester that we had to ensure this problem would not happen again.





## OUR GLOBAL VILLAGE



### Phil Schneider

TESTING  
MELBOURNE

**There are many proud moments, including having shaved off my 17-year old pony tail and later dyeing my hair blonde for charity, so it's hard to pick one.**

But one that does come to mind is training the new technicians for 10 weeks at Ecotech Industries in Pithampur, India.

I think it was very valuable for both companies to be there and see the issues that they are facing more from their perspective. Building working relationships between the two factories was important and some of my favourite times were being on the bus on the way home from work, just hanging out with the Indian clan and listening to their thoughts on dowries, or sharing earpieces and our favourite music, which was something I hadn't done since high-school.

### Khanh Nguyen

TECHNICAL SUPPORT &  
SERVICE  
MELBOURNE

**Flight to Saumlaki Island from the Jakarta airport was probably the most frightening experience while working for Ecotech.**

The flight took off very early morning around midnight and the flight kept shaking most of the times, maybe due to the strong wind and everyone was panicking.

### Rob Brown

HEALTH, SAFETY,  
ENVIRONMENT & QUALITY  
(FORMALLY, INFORMATION  
TECHNOLOGY)  
MELBOURNE

**Google Apps making us ONE office.**

Along with the IT team, we made the decision to shift our collaboration platform across from Lotus Notes to Google Apps.

When we first made the move, some thought it was just another email platform that swapped a web interface for a clunky old mail application.

What I'm really proud of is the way that eventually most people "got it". What we were really trying to do was shift people to a new platform that allowed them to collaborate across the entire business. Meetings now take place hourly with participants across the world - that never used to happen. When we look at a Sales Forecast spreadsheet, we're now all looking at the same Google sheet and people are updating it in real time.

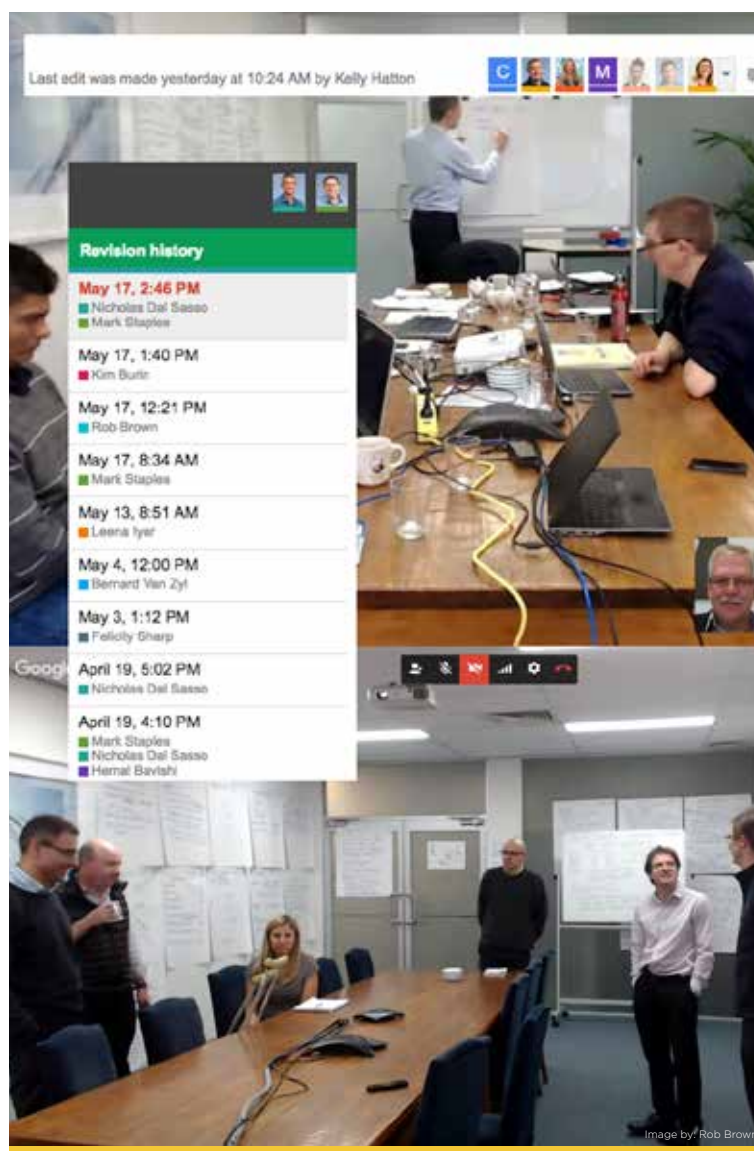
When we do a Communications Session, we now regularly have people in other branches joining in.

Imagine how we'll collaborate in the next 40 years.

# 2011

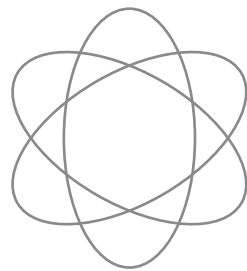
**Spectronus greenhouse & isotope analyser manufactured under license from University of Wollongong**

**Ecotech wins Governor of Victoria Innovation Excellence Export Award**



2012

Ecotech acquires  
Alstom’s chemistry and  
environmental business



Jessica Pekin

MARKETING  
MELBOURNE

Tim Sallai was baffled as to why I wear ponchos on a regular basis at Ecotech.

He was actually convinced that I had a contract with South America in promoting ponchos in Australia. When Tim finally asked me whether it was true, I reluctantly answered no, I just like wearing ponchos. This conversation made me laugh, but also rethink my wardrobe.



Image by: Peter Mullins

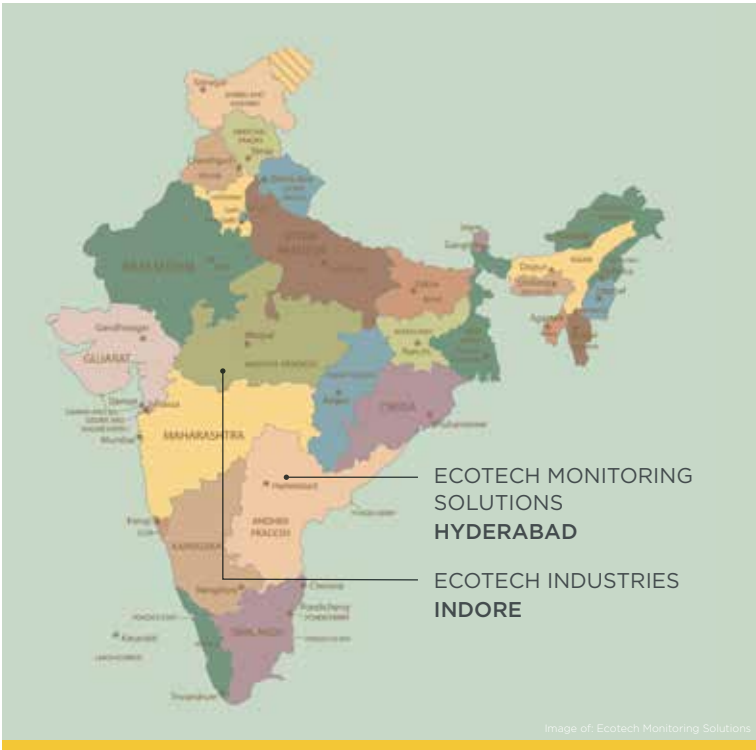


Image of: Ecotech Monitoring Solutions



Image by: Lara Nicholas

Lara Nicholas

FIELD SERVICE AND  
MAINTENANCE  
MELBOURNE

In early November 2015, I was asked a simple question, “Would you be interested in working in India for three to six months?”

Outside I was all calm and professional, but inside I was already packing my bags and standing on the doorstep of the Taj Mahal.

It was a massive logistical undertaking by everyone involved to supply parts and consumables for over a hundred instruments.

With the direct support of Hemal Bavishi, James Agius and the Operations Manager in India, Anuj Bhargava and almost everyone else I have leaned on along the way (a massive shout out to Rhys Evans)... I say thank you for making me look good.

I joke, but the support I have received from production through to engineering and the Friday night and Saturday emails and chats with Michael Dickon and Chris Edwards were greatly appreciated.

We started with a plan to visit all five regions and provide hands on training to the senior technical staff and also the station operators on a full EC9800 series annual maintenance and a full Serinus series annual maintenance.

What that turned out to be was five to six people travelling to meet me at a station and then for the next week we literally pulled it apart and put it back together again. Each day we would litter the floor with tools and parts and our shoes (to keep it nice and clean). For those of us who are technicians and engineers, the enthusiasm to learn and get their hands dirty was matched with the satisfaction of taking something that was broken and making it work again.

Even if this was the first time seeing or doing something, everyone had that shine in their eye like, “I can do this. Let’s pull it apart and see” and so I was at home with my type of people. There’s still so much to do, but I am confident Ecotech Monitoring Solutions can be a leader in air quality data and the world is watching with interest to see what India can achieve.

## HAIR RAISING MOMENTS

### Anthony Knoepfle

ENVIRONMENTAL  
REPORTING SERVICES (ERS)  
MELBOURNE

**The first time I went to do a site visit was up at Olympic Dam with Marios Foukaridis.**

I flew up in the “Vomit Comet” and you could still smell it! I was awed by the vast red landscape as far as the eye could see. My first glimpse of the Outback!

On arrival, I was greeted by unbelievable persistent flies, heat and humidity. I spent an afternoon with Marios performing maintenance and it was a real eye opener to the hardship of a technician’s job. I salute you all!

### Neil O’Grady

FIELD SERVICE AND  
MAINTENANCE  
PERTH

**I was with Ecotech less than a year when I took up the post of manning our Karratha office (1525 km by road north of Perth).**

Not being familiar with the region, I didn’t realise it was one of the most cyclone active areas in the world and sure enough I arrived in the middle of cyclone season. Within a week of starting my new role and getting my head around the various challenges, a red alert for an imminent cyclone was announced. I had been advised to stock up on water, canned food, batteries and to take shelter in the bathroom of the house during the most severe part of the storm. Needless to say I survived unscathed, but it was an eye opening experience to the unique challenges of working in the region and the importance of being prepared.

### Chris Fowler

SYSTEMS  
MELBOURNE

The testing room had an air conditioning problem and I was asked to have a look and see what could be wrong. So with some quick planning by myself and others we set up the following “Funny Moment at Ecotech”.

I got into the roof to have a look and called the Testing Manager at the time (Peter Saro) to come to the ladder. With everyone watching, including the “Boss”, I said to Peter, “I found your problem” and at the perfect moment saying “it’s an injured rat” then throwing a “fake” rat like thing at him with everyone watching. He actually went near white and almost ran out into the street with fear! Now that was funny! Well we thought so. Peter wasn’t impressed. And yes we did find the problem with the air conditioner.

A bit of laughter for all on the day. Including Peter in the end.



Image of: Peter Saro

## OUR FRIENDS ACROSS THE GLOBE

### Hugo Tillquist

SWEDEN

**In the beginning of the early ‘70s Dr Nils Oleinikoff, founder of Oleico AB, became one of the first international distributors for Monitor Labs (ML), manufacturer of gas analysers based in San Diego, USA.**

Another of the pioneer distributors for ML was Mr Robert Dal Sasso founder of Ecotech.

Nils and Robert immediately established a deep and long relationship based on personal trust and friendship that still is the key foundation today for us.

Nils also introduced the manufacturer of particle analysers, Rupprecht & Patashnick, to Robert Dal Sasso in late ‘80s.

When ML decided to change the process of manufacturing gas analysers and split into two different locations in early ‘90s, Ecotech picked up this opportunity for the Asian/Australian region and have successfully maintained the manufacturing as well as development of new generations of gas analysers with highest quality since then.

It is very hard to find a company like Ecotech who is so committed to the importance of our mutual success. Even though we as a company have been facing challenging decisions in the past, honouring the long relationship has always been

the most important factor for us and we are proud to be a part of the Ecotech family.

Note: After Hugo Tillquist AB acquired Oleico AB in 2014, the company merged into the structure and added a new business area named Environmental Techniques.

We salute Ecotech on this milestone and look forward to working with you in the future!

Hip hip hurray. Hip hip hurray. Hip hip hurray. Hip hip hurray!

### Keisokuki

JAPAN

**Our company was the Japanese general agency of Monitor Labs, but we became Japanese general agency of Ecotech in 1999.**

After that, in 2000, an international conference was held in Melbourne. It was a nice and memorable conference. We wish you continued success!





## CELEBRATIONS ALL AROUND

### David Logan

RESEARCH & DEVELOPMENT  
MELBOURNE

I think my proudest moment was developing the three wavelength nephelometer and being able to add the Backscatter feature.



### Chris Fowler

SYSTEMS  
MELBOURNE

**I went to New South Wales with Robert Dal Sasso for Systems Commissioning.**

He took me out one night for dinner to the Leagues Club with poker machines, etcetera. As I was short of cash and not really a gambler either, he offered me \$10 to try my luck, saying under his breath, "You've got Buckley's chance."

Well guess what! First coin in, out comes \$400 bucks. Should have seen Roberts face! I offered it back to Robert but ended up keeping it. He was a very nice boss.

### Chris Edwards

RESEARCH & DEVELOPMENT  
MELBOURNE

My most proud moment was being awarded the "Employee of the Quarter", along with the software team, in recognition of the final delivery of the Airodis project that had been running behind schedule.

### Anthony Knoepfle

ENVIRONMENTAL  
REPORTING SERVICES (ERS)  
MELBOURNE

The first day I walked in and no blast monitors were offline after months of work on communication issues – that was a proud day for me!

### Chris Fowler

SYSTEMS  
MELBOURNE

After working in Production and also developing new products and systems, I was proud of the achievement I had contributed, after lots of hard and dedicated work, to be promoted to be the Systems Manager as a solo and growing independent department.



Image by: Chris Fowler

# 2013

**Winner of the 51st  
Australian Export Awards**



### Mark Staples

OPERATIONS  
MELBOURNE

**There have been a number of proud achievements for me.**

A lot of them follow the product (Serinus) that has gone through its lifecycle in Ecotech. The release of the Serinus was a proud moment – I was the project manager for its development and release.

The three international certifications we have achieved for the Serinus series analysers:

- US EPA (USA)
- TUV (Europe)
- MEP (China)

### Bernard van Zyl

EASTERN SALES  
BRISBANE

**The "Ecotech Insider" is a quality publication and I can't wait to see the next one.**

Great work in keeping it up to date with Naomi Dans, who only started yesterday and the inclusion of the Exactus BAM, only recently named. I know it is a team effort, but all kudos to Marketing for pulling it all together.

Another great success that makes me (and I am sure the vast majority of staff) very proud to be part of the Ecotech journey.



Image by: Dilip Billore

### Dilip Billore

PRODUCTION  
INDIA

I was interviewed in December 2013 and visited the factory site in July 2014. Then after taking possession of the building in October 2014, we got the container with parts for the first batch of Serinus analysers from Melbourne in December 2014. One-year period and we can start production.



Image by: Dilip Billore



## PROFESSIONAL JOURNEYS

### Chris Fowler

SYSTEMS  
MELBOURNE

**When I first came to Ecotech I was impressed by the high-tech nature of this company.**

The first day impression was that this company values its employees and has a family orientated culture that created a very productive atmosphere.

When I started at Ecotech it was a small high tech company, there was only about ten people, all very talented. During my time, now on near 30 years, I have helped to grow the business by developing products that are still in production today. I have enjoyed building and managing the Systems integration part of the company to a very professional and world class standard.

The company has grown into a corporation, and this has been achieved through the leadership and skills of many dedicated and clever people. I think if I had to retain anything in the transition moving forward, it would be developing a way to retain some of the quality traditions of the business practice from which it was built.

I am proud to be a part of this exciting enterprise and look forward to many future achievements within our industry, to assist protecting the world environment that we all share.

## OUR FRIENDS ACROSS THE GLOBE

### OMA Scientific Group

IRAQ

**OMA has been working with Ecotech since the end of 2009. At that year, we just ordered a few analysers and systems. That was a starting point of our story with Ecotech.**

In 2011, OMA and Ecotech successfully won the order to supply 5 Air Quality Monitoring Stations (AQMS) with Ministry of Environment. These stations were installed in three different Governorates in the south of Iraq (Najaf, Meesan and Alqadisia).

In 2013, we won another order with Ministry of Environment, a new AQMS for Al-Muthana Governorate.

The OMA team is proud that despite all the difficulties from lack of infrastructure and power electricity, we successfully put all these stations to work in cooperation with your professional and dependable team.

Your kind support and training during these years has helped us to keep the Ecotech name rank one in the Iraqi market and we believe that continued cooperation will help to expand the use of your stations and products all over Iraq.



### Beijing Saak-Mar Environmental Instrument

CHINA

**Ecotech has been a valuable partner for BMET over 10 years. The team at Ecotech is extremely professional and knowledgeable about the air monitoring market.**

Hope in the next stage, through BMET and Ecotech's cooperation, the performance of the Ecotech brand in China continues to grow year over year.

BMET helped Ecotech introduce the first generation nephelometer M9003 into China in 2002, and M9003 was used in Chinese Meteorological

Administration Dust Storm Network in 2008.

From 2009, Ecotech Aurora series nephelometer was introduced to research scientific industry, environmental monitoring industry, especially in the haze monitoring network of super-station. Aurora nephelometer was first used in haze monitoring in

Guangzhou Panyu Station. So far, Aurora series integrating nephelometer have 190 customers in various fields of China.

Aurora series participated in numerous super-stations, played important role in the observation of aerosol scattering coefficient and achieved important data.



## William Phelan

SYSTEMS  
MELBOURNE

**As one of Ecotech's earliest (but not oldest!) employees, I have seen, experienced, and been involved with a huge variety of projects at Ecotech.**

I started in 1990 as a casual employee, fresh out of school. It was just a few hours a week. Perfect for a student.

The boss was keen to get me involved. Day one was learning some ropes and meeting some of the Ecotech pioneers: Robert Wang, Dianne van Meurs, Wynne Dunne, Robert Maxwell, Chris Fowler, Peter Saro, and of course Robert and Judy Dal Sasso.

"Can you come in on Saturday?" said Robert, "We've got to go to Geelong to move a van."

So the next Saturday morning we were off to the Shell Refinery in Geelong. Here, out the back of a paddock was an odd looking caravan. Gas cylinders leaning against the wall, glass tube poking out the roof, something on top of a mast. This was no holiday rental (although the spiders and snakes may disagree).

Opening the door of the van revealed all sorts of instruments, loads of spaghetti like tubing, bunches of wiring, the odd spare analyser part. A chart recorder was spitting out reams of paper with squiggly lines. Robert explained what some of the

lines were above the standard levels. We had to move the van because the residents in the next suburb were concerned about the refinery and their kids at school.

The next Saturday, Robert put me to work sweeping the floors of the Blackburn building. There was just the one building at the time and it was only half of #12 Apollo Court. The other half of the building was rented. I thought it best to show my enthusiasm so started sweeping enthusiastically. Robert was not impressed with the cloud of dust I had stirred up!

Why would the dust matter? Well, dust causes breathing difficulties. And the neighbours wouldn't be impressed with me covering their things with a layer of dust.

Ecotech was a global exporter even in the early days. We sent systems all over the world, to places like Cyprus, India, Mexico and Indonesia.

These countries have the worst air pollution. Strange that they would want to measure the air quality. Maybe they want to fix the problem, or at least understand it.

Even in the early days, Ecotech did lots of Research & Development (R&D). It was an essential part of the business. Every job required something different and Ecotech had to adapt designs to suit the customer. That sounds familiar!

Some of the early R&D projects include the rainwater sampler, and the MicroVol.

The rainwater sampler had been developed by CSIRO, and commercialised by Ecotech, for collecting rain samples to allow us to measure the acid rain. The sulfur emitted from industrial exhaust stacks was damaging the environment by forming acids that were running



Image by: William Phelan

into the soil and destroying the vegetation.

I still remember flying into Mt Isa and seeing the huge area of land that was stripped of vegetation downstream of the main stack. These instruments were part of a CSIRO study that was going to raise the standards.

The MicroVol had similar roots – CSIRO and Ecotech worked together

to design and commercialise a simple low-cost sampler that could be used indoors to monitor air quality. The first ones were used for a study on the effects of cigarette smoke.

We work in a vibrant environment where there is something to be learnt every day. A new challenge. A new solution. A new problem being solved by a great team of clever people. For me, that's what makes Ecotech great.



Image by: William Phelan



## OUR FRIENDS ACROSS THE GLOBE

### American Ecotech

USA

**American Ecotech was founded in 2001. The idea was to see if we could duplicate Ecotech's customer centric approach in the formidable and highly competitive North American market.**

By mimicking all the great things Ecotech was doing historically in Australia, the audacious goal of tackling the world's most challenging, competitive landscape was undertaken.

15 years later, the Ecotech brand is highly regarded throughout all of North America. The reasons for success to date, against all odds, is best illustrated by two stories:

Story # 1: Back in the early days of American Ecotech, Robert Dal Sasso (at that time the Ecotech President) was visiting in Oklahoma to assist with training of one of our first new American customers. As Robert struggled through a doorway, carrying a 60 lb analyser box into the building for customer training purposes, the customer confided quietly that the Presidents of most other companies would be unlikely to help their customers out like that, let alone be investing their time out in that region. Here lies one of the secrets to Ecotech's success... Everyone in the company helps out – no exceptions.

Story # 2: During the early operation of our first turnkey ambient monitoring system in the USA, Nicholas Dal Sasso was at one point

sweating in the Californian dust, groping under the monitoring shelter and methodically checking wiring to resolve a communications issue (which turned out to be a very tricky matter of vermin eating through met cable sheathing). Yet another example of going above and beyond for the customer, in order to successfully deploy and operate the first Ecotech turnkey system in the USA. Once again, "everyone in the company helps out".

You could fill an entire book with similar anecdotes about each and every Ecotech and American Ecotech employee respectively, and it's one of the secret recipes to Ecotech's success... "Everyone helps out".

These type of efforts have resulted in Ecotech product now being deployed in places ranging from Alaska to the Azores, Hawaii to Halifax, and hundreds of points in between. Ecotech has much more work yet to be done here in North America, but the foundation bedrock of outstanding customer service combined with dedicated team work, are features that continue to define the heart of our operations.



# 2014

**Ecotech Industries Pvt Ltd opens in India**

–  
**Ecotech NZ Environmental Ltd opens in New Zealand**



## Hans Engelhardt

HEALTH, SAFETY,  
ENVIRONMENT & QUALITY  
MELBOURNE

**The company I was with before, I was with them for about 8 years before I thought it was time to slow down a bit, but I didn't enjoy the slow down after just a month!**

So I applied for any job that was going and because I am reasonably good with my hands, saw the ad looking for production employees so I applied and I was told I was overqualified. But I said, "look I know I can do the job" and James Agius said okay.

I started in production, down in Blackburn. While there, the Store Manager left and James asked me if I wanted to take over Store Manager role - I was there for about four years.

We shifted from the Blackburn to Knoxfield premises over the Christmas period. We had just put the shelves up in the stores, and the wooden boards

were just plain wood and I didn't like that, so my wife and I came over and painted the boards.

I got told I had to take my holiday and so we went on an extended holiday, we were away for three months. But because it was such a long time away from the store, I didn't want to have nobody there during the time. So they got somebody to replace me and said they would find me something when I get back.

Because of my other qualifications I helped Rob Brown out in Occupational Health & Safety (OHS). I also spent a lot of time in the systems department and production. Especially if they had a special project or something that needed fine tuning. It helps to be flexible in this place.

The thing is for me, the company looks after you and you look after the company. It's a pleasure to work and I enjoy coming to work. The job suits me.

Tim Sallai

CALIBRATIONS  
MELBOURNE

In the process of creating Ecotech, Robert Dal Sasso has created livelihoods for hundreds of people and generated careers for hundreds of people – like me!



I started my journey into electronics in 1974, when Robert gave me the opportunity to assemble video imaging and data logging instruments for Arlunya Pty Ltd, a company he partnered. Soon after, Robert realised the need and potential market for environmental monitoring equipment and started Ecotech.

After 10 years with Arlunya, I worked for Telstra for almost two decades in the field of telecommunications and network data and traffic, being heavily involved in the digitisation of the national carrier’s network in the 1990s.

When the opportunity came up to work for Robert again, this time at Ecotech, I grabbed it with both hands. Kind of repaying him, but also

because of a desire to get back to a more hands-on role. I was happy to work for him again and do my best because of what he did for me.

Four challenging and rewarding years were spent in the Blackburn premises involved in production, testing and Research & Development of the EC9800 range of gas analysers and early model nephelometers.

A former Telstra colleague urged me to try my hand at teaching. So I went off for four years to teach electronics and passing on industry experience to students at RMIT. This was an enjoyable, but demanding, job.

Once again, I could not resist the chance to return to Ecotech, this time to operate and maintain its wind tunnel facility at the new Knoxfield headquarters. That’s where I still am today.

Ecotech bought the wind tunnel from CSIRO who built and commissioned it in the mid- 1960s, and used it extensively in research into climate change and the environment. We learnt a lot about the wind tunnel from the CSIRO, and since we had taken it apart and put it back together over a period of six months, we had to reaccredit it from scratch. It has been very challenging for me.

I am privileged to be only the fifth caretaker in the history of the wind tunnel, and to continue to use it for commercial anemometer calibrations.

All these things I have been able to do because of the chance given to me in 1974, and for that I will always be grateful.

Ecotech has been an integral part of my working life – a family company, interesting, challenging, innovative and caring.

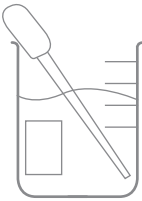
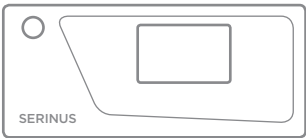
2015

Ecotech launches Serinus Gas Calibrator range

Ecotech spreads global reach through 53 distributors across 80 countries

Ecotech begins water sampling and monitoring services with NATA accredited laboratory in Western Australia

Ecotech Monitoring Solutions is acquired in Hyderabad, India



## OUR FRIENDS ACROSS THE GLOBE

### Opsis

SWEDEN

In the early days of Opsis, we needed to find sales channels for our new open path monitoring system. Someone came up with the bright idea to try the distributors of Monitor Labs analysers.

Most of them thought this new technique was interesting, and with Ecotech at that time being a Monitor Labs distributor, Robert Dal Sasso and I signed the contract in 1990.

One of the first projects was to monitor SO<sub>2</sub> after the converters at Mount Isa Mines. With temperatures ranging from 100 to 1100 °C, corrosive and dusty environment and concentrations up to 1 % (vol), it was a challenge. But, it worked, and was



soon followed by many Opsis systems to industries throughout Australia.

We have had the pleasure of knowing the Dal Sasso's for more than 25 years. In 2015, Opsis celebrated 30 years with a meeting in London, with both Robert and Judy Dal Sasso present, which we appreciated a lot.

We wish Ecotech a really happy 40 years "birthday" and look forward to many more

years of excellent cooperation and relationship.

### Representaciones Techlab

PERU



### Air Monitors

UNITED KINGDOM

Back in 1992/93 as a newly formed company (at the time ETI Ltd) we sold our very first Ecotech products. They were a couple of high volume air samplers for a power station in Ireland and we recall that even though this was our first ever field installation, the samplers were working perfectly within an hour or two after arriving on site.

The technical support back then was as good as it is today and that is one of the reasons we have valued our relationship with Ecotech over the years.

Our company too has changed and grown just as Ecotech has and although we are now involved with a wide range of products and technologies these days, we still remember and appreciate the relationship and support we have enjoyed from our friends "Down Under" for more than 20 years and look forward to an even closer relationship in future.

# 2016

Ecotech celebrates 40 years. What milestones lie ahead as we continue to grow and strive for the greater good, together. Ecotech Vision 2025, we're on our way...

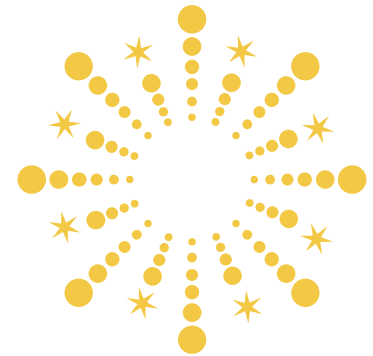
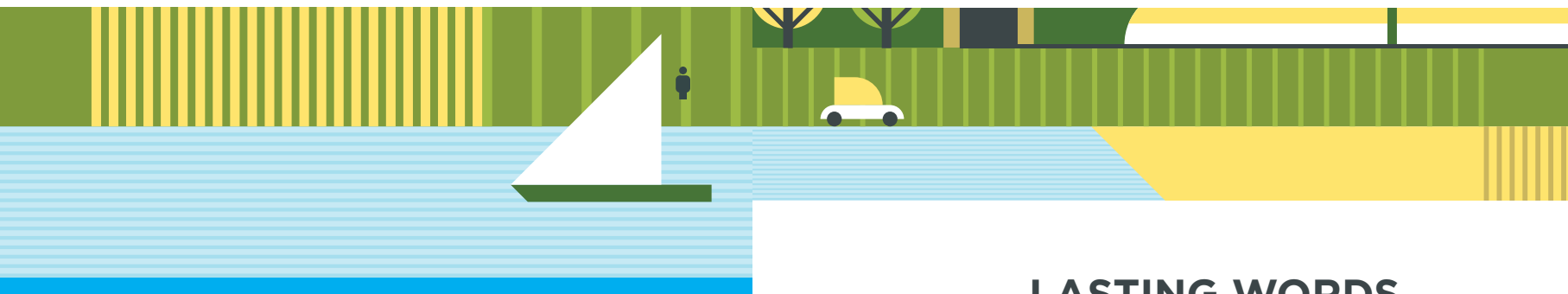


Image by: Stephen Fraser





## LASTING WORDS

ROBERT & JUDY DAL SASSO



Thanks to everyone who shared their memories for this book. I will cherish it forever to inspire my grandchildren and future generations of Dal Sassos. ”



I have always taken opportunities when I see them, starting with taking a career risk and leaving stable employment to set up under my house servicing analogue equipment and doing odd jobs.

We soon won an opportunity to develop a data acquisition system for the Victorian Environment Protection Authority (EPA), and received a grant to hire two engineers. Soon, we also employed a sales person and moved into bigger premises.

...And when prospective clients would visit, I would dress relatives up in lab coats so we would look like a much bigger business!

I grabbed every chance I could to expand the business, and was fortunate that others saw the potential of Ecotech. Once I was in an airport in Hawaii on the way home from a conference when I heard my name called out over the loud speakers, and got a message asking if Ecotech would become distributors for Monitor Labs (which we ended up owning a few decades later!).

We got some other big orders and customers, including BHP Steel in 1985 and the Cypress Government in 1992.

Starting 2007, Ecotech won a significant government tender in our home state and we soon set up ambient air monitoring systems throughout Victoria.

Today, we operate worldwide, and are a true multi-national organisation with our Indian operations: Manufacturing facilities of Ecotech Industries, as well as Ecotech Monitoring Solutions, with on-the-ground field technicians.

Once upon a time, I was closely involved in hiring and enjoyed getting to know every one of you as an individual, rather than an employee. As we have expanded that has become harder, and will be harder still as we continue to move into new markets and employ more people worldwide.

It is important to me, and to the business that we find new ways to

stay connected, like sharing the stories in this book.

I have come a long way from the 11-year old migrant with no English, who used to sell rabbit skins for pocket money. I am very proud of my heritage, and proud that I have been able to build a business that embraces cultural differences and celebrates diversity.

I believe that if you do what pleases you, you will be successful. If you just work to earn money, you will not be successful. Thankfully, I am lucky to be surrounded by talented people who share my vision.

This book is my way of thanking Ecotech staff - past, present and future.

Here's to the next 40 years and beyond together.

**Robert Dal Sasso**  
Co-Founder



When Robert first started developing the business, I was working as a bookkeeper for another company because he was not earning any money.

After we moved to Eltham, I started working with Robert – doing everything from bookkeeping and sales orders, to cleaning the toilet!”



We had borrowed money at 17.5 per cent interest and with two young boys at school, it wasn't easy but we managed.

Soon, we hired a girl I played tennis with to work on Thursdays (so I could play tennis) and she became a full-time receptionist. Then we hired a bookkeeper.

We rented the place in Eltham and when it came up for sale, Robert was so stubborn he would not buy it, so we moved to Blackburn. Eventually we were able to pay off the loan and off we went.

We moved to Knoxfield and hired more staff. I still did orders for a long time and as we grew, I concentrated on managing the financial side. I am

Hungarian and my family background is German; we like to dot the “I”s and cross the “T”s.

Italians are romantic, so they don't care, they just believe it will be alright - the Italian army is not known for its discipline!

I retired at the age of 66, at the end of 2010, and Nicholas, my son, is running the company – he has his father's work ethic, so that helps. Nicholas is a great leader; he listens to everyone and doesn't just give orders from above.

While Nicholas is now the driving force of Ecotech, our other son Paul played an important part in our success! He set up the manufacturing originally, was Human Resources manager, found and organised Ecotech premises as it is today. He also developed the EMS (Ecotech Management System) software.

I used to know everyone in the office, and took an interest in the family life of our staff – presents for their

children, birthday celebrations, Kris Kringle, visit them when they were sick, that sort of thing. They jokingly called me “Mother Superior”.

There are a lot of people I still know, but not everyone. I still pop in now and then - when the grandchildren let me.

This book gives me a chance to reconnect and remember the wonderful people, places and experiences of the past 40 years.

I am blessed to have shared more than half my life with Ecotech's staff and partners.

Thank you.

*J Dal Sasso.*

**Judy Dal Sasso**  
Co-Founder



Exciting

Airxhilarating  
Busy  
Instituting

Air-nteresting  
Journey

fun

Enriching  
Kilometric

Fulfilling

rewarding

Positive

Fascinating  
Awesome

Amazing  
Dynamic  
interesting  
Invigorating

Ecstasy

Exciting

Evolving  
Blast

Caring  
Assiduous



Challenging

refreshing burgeoning

Growth

Fortunate

Inspiring

Family

Gratifying

Codifying

Sweaty

Perseverance

Adventure

Empowering

Multicultural

Ecotechnical

Captivating

Affinity

Together



educational



HONOUR ROLL

We are Growing  
We are “Open for Business”  
We are Striving for a  
Greater Good  
We have a Passion for  
Solving Problems



#### 5 YEARS OF SERVICE

O Burgess  
 C Burgess  
 H Bavishi  
 J Leung  
 C Ye  
 V Chitroda  
 M Mackay  
 B Lambert  
 D Lam  
 M Gambold  
 A Davey  
 Y Blackledge  
 M Dickon  
 K Poh  
 S Maniam  
 M Chester  
 D Douglas  
 F Keung  
 C Torres  
 J Alexander  
 R Phillips

N O'Grady  
 M Preston  
 A Ram  
 D Ding  
 T Sallai  
 J Banquesio  
 L Gliosca  
 A Thomas  
 G Sealey  
 C Su  
 S Carron  
 C Edwards  
 A Park  
 K Mofri  
 A Elliott  
 M Planck  
 J Merry  
 C White  
 S Toogood

#### 10 YEARS OF SERVICE

M Thomas  
 B van Zyl  
 M Brooks  
 J Darwent  
 K Nguyen  
 L Nicholas  
 H Tran  
 P Baskett  
 P Schneider  
 M Kumar  
 F Kim  
 A Avanesian

C Barnes  
 J Agius  
 H Engelhardt  
 D Brown  
 R Brown  
 M Zeng  
 L Murray  
 L Seymour  
 F Sharp  
 M Staples

#### 15 YEARS OF SERVICE

G Kassell  
 P Stidwell  
 N Dal Sasso  
 J Kilpatrick

#### 20 YEARS OF SERVICE

R Dal Sasso  
 R Maxwell  
 C Fowler  
 P Saro  
 D Logan  
 W Phelan  
 J Osthmuller  
 B Lai  
 W Dunne  
 A Ryan  
 R Pellegrini  
 D Cook  
 J Dal Sasso  
 L Buzzelli  
 S Chamberlain-Ward  
 D Siddalingaiah

P Dal Sasso  
 N Butler  
 S Fraser  
 B Kilpatrick  
 D Hurley  
 J Serret  
 S Chir  
 M Laborde  
 P Kroon  
 N Beasy  
 M Pravidur  
 D Hosking











PETER BASKETT



DAVID DOUGLAS



MARIE LABORDE



ROBERT DAL SASSO



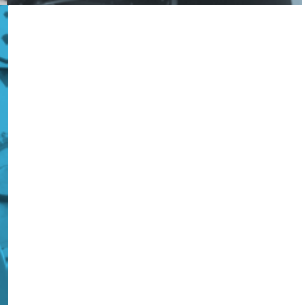
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KEVIN UREN



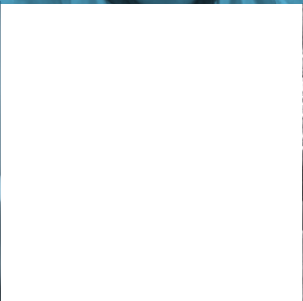
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MARGARET  
WYGANOWSKA



JOHN LEUNG



CHRIS EDWARDS



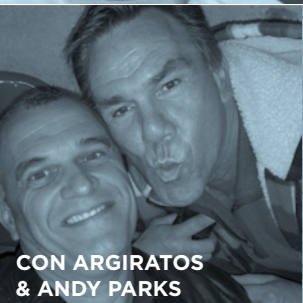
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CARLOS TORRES



FRANK KIRN



CON ARGIRATOS  
& ANDY PARKS



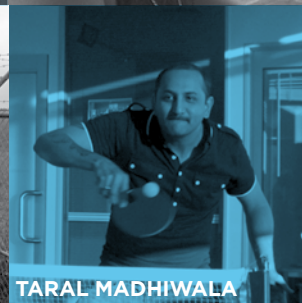
INDRAJIT KUMAR



JUDY DAL SASSO



ANDREW BLAIR



TARAL MADHIWALA



STEFANUS IRWANTO



PAUL DAL SASSO



LARA NICHOLAS &  
EMS TECHNICIANS



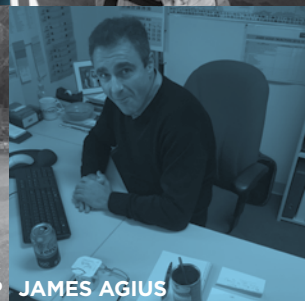
MICHELLE ORR



PETER STIDWELL



PUNESHWAR MESHRAM &  
TOTAKURA BULLI PRATAP



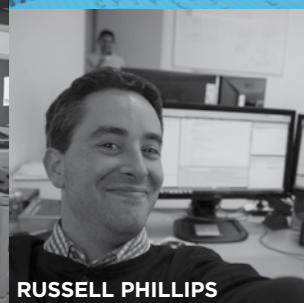
JAMES AGIUS



LUNCHTIME CARDS



BERNARD VAN ZYL



RUSSELL PHILLIPS

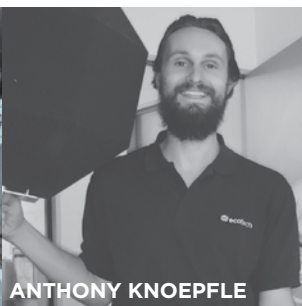


MARIE LABORDE





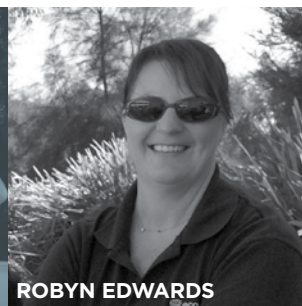
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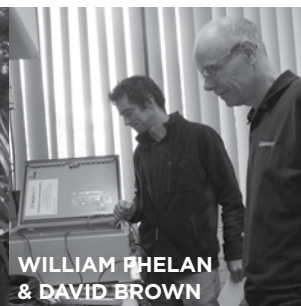
ANTHONY KNOEPFLE



TARAL MADHIWALA



ROBYN EDWARDS



WILLIAM FHELAN  
& DAVID BROWN



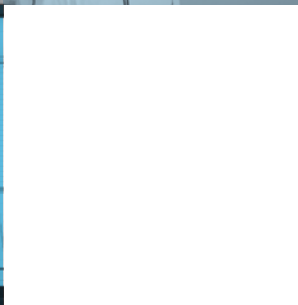
ANKIT PARANJPE



NEIL O'GRADY



SEBASTIAN WOJTAS



ENVIRONMENTAL  
REPORTING SERVICES



SHARON BOLLAND



PAUL HOW



HR/HSEQ TEAM



SURESH GAUTAM



JESSICA PEKIN



ECOTECH INDUSTRIES



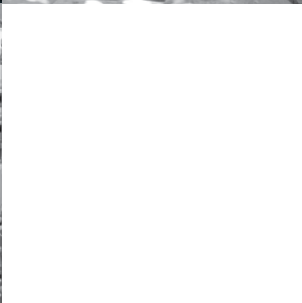
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PHIL SCHNEIDER



MANDY MACKAY



PETER SARO



PARESH GANDHI



DARIO FERRADA



MARK STAPLES



RHYS EVANS



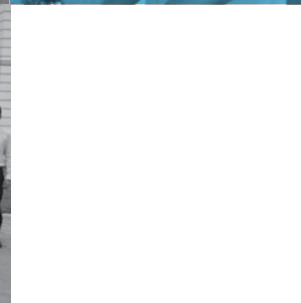
ECOTECH MONITORING  
SOLUTIONS



NILUPA DEDIWALAGE



ECOTECH INDUSTRIES



ALBERT AVANESSIAN



RONALD KUMAR



NUNO RODRIGUES



DEEPAK SHARMA



DAVID MIMERY

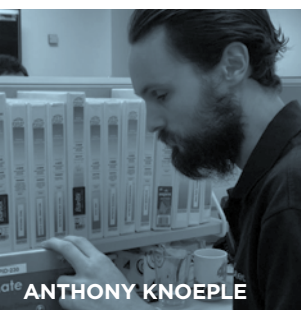


ROBERT DAL SASSO



JON ALEXANDER





**ANTHONY KNOEPL**



**DERICK GOMEZ**



**DAVID LOGAN**



**FINAL QUALITY ASSURANCE TEAM**



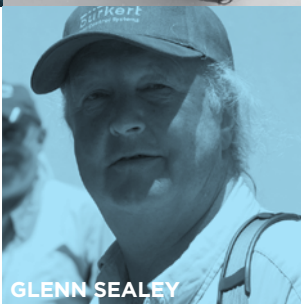
**ECOTECH INDUSTRIES**



**DEEPAK SHARMA**



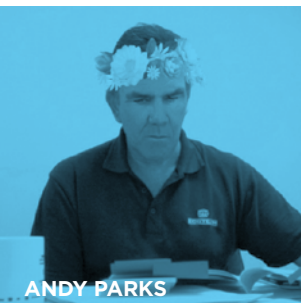
**HANS ENGELHARDT**



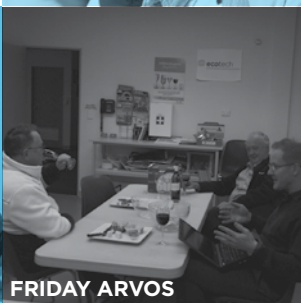
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**CAROLINE K, CAROLINE B**



**ANDY PARKS**



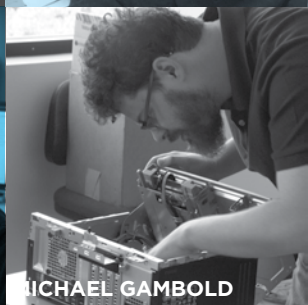
**FRIDAY ARVOS**



**RAYMOND LEE**



**NILUPA DEDIWALAGE**



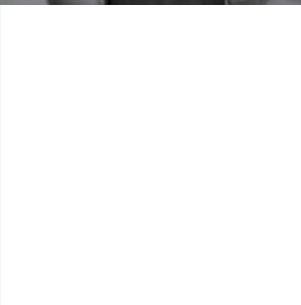
**MICHAEL GAMBOLD**



TIM SALLAI



DAVID DING



DIANE HOW



PETER SARO



QLD TEAM



CECIL YE



MARITA PRAVIDUR



AMANDA ELLIOT



SHAE MILLER



ECOTECH INDUSTRIES



PEDRO CASCAO



# 40

TOGETHER

Future Forward Stories Past



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