

8<sup>th</sup> July 2022

To whom it may concern

I have known Trevor Kempster for about 10 years having met at a Fire Australia conference and tradeshow in Sydney. Having a similar interest in passive fire protection, we struck up a good conversation. Trevor needed fire collars, and I sold fire collars.

Within 12 months we had tested our fire collars in TBA's panel, and a healthy business relationship was struck. Watching Trevor in action promoting compliant products that have been tested was like a breath of fresh air for the industry. We stopped selling to the industry and became a supplier to TBA. Trevor took TBA from being an unknown company to the forefront of a solution that was tested. At the time I was the General Manager of Pyropanel Developments, Trevor advised me (extremely formally) of a product problem which resulted in us recalling manufactured stock and replacing it.

In my capacity as Acting CEO of FPA Australia, Trevor was an active promotor of training the industry with the right products installed by competent practitioners in accordance with what was tested. Other companies in the same market followed Trevor's lead and are now playing catchup with regards to testing products and training. Trevor had no problems talking to any person at any level with his interpretation on Building regulations, Australian Standards and went above and beyond with his engagement with industry that were interested in compliant products.

In talking with several customers/installers of TBA (who had no idea who I was), they all smiled when Trevor was mentioned. He is known as a hard worker, passionate and did not suffer fools. Whilst we spoke about his nature, no one critiqued his passion or commitment to doing the right thing

Whilst Trevor comes across as a hard person to deal with, this is because of his unwavering commitment and passion in supplying compliant products that are supported with solid test evidence. A good manager will see through this personality trait and understand that behind the big front is a person you can trust, stands behind what he says and has your back. I know if I had a problem, Trevor would drop everything and help. His black and white attitude sorts out where problems lie, and he gets straight onto finding practical and workable solutions.

With the passive fire industry identified a significant area for non-compliance, the road map carved by Trevor has positively changed industries approach to installing things compliant and as per test. He has made a significant contribution to improving the fire industry. There is no second guessing a project if Trevor has been involved.

I have no hesitation in backing up my words above as whilst I have struggled with Trevor's bullish approach to business, I admire his commitment, passion, and integrity.

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