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# Business Products & Services



*Procurement that funds cancer research*

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Since  
HQ  
Operations  
Industry

2012  
Melbourne  
National  
**Work Health and Safety**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Full Suite of Work Health and Safety Services (OHS/WHS)
- Tailored to meet the specific needs of the client
- Incorporates Australian standards and evidence-based research

### Differentiators

1. We work with you to build a safer workplace environment
2. We believe in sustainable workplace safety, that goes beyond our help
3. Our clients value health and safety as much as we do



<b>Since</b>	1990
<b>HQ</b>	Melbourne
<b>Operations</b>	National
<b>Industry</b>	<b>Security Services</b>

**Pancare relationship since**  
2021

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Guard Services
- Electronics
- Alarm Monitoring
- Investigation / Consulting
- Facility Management

### Differentiators

1. 100% Australian family-owned
2. Big enough to service, small enough to care
3. Award-winning and value for money



**Since** 2014  
**HQ** Melbourne  
**Operations** National and International  
**Industry** **Lighting Solutions**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Leading Commercial LED lighting manufacturer
- Commercial Lighting solution design and manufacture

### Differentiators

1. Family owned and operated business
2. Unrivalled product quality and performance
3. Industry leading 5 Year onsite warranty for all LED lighting
4. Product design and manufacture specific to each project
5. Product and Industry support

# Arrow

PRIVATE WEALTH

**Since** 1983  
**HQ** Melbourne  
**Operations** National and International  
**Industry** **Private Wealth Management**

**Pancare relationship since**  
2022

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

- Strategic Financial Advice
- Private Wealth Management
- Socially Responsible Investing

## Differentiators

1. Dedication to delivering exceptional and expert services
2. Commitment to building lasting relationships and fostering family stewardship
3. Integrity and transparency, achievement and results driven, passion and enthusiasm



**Since** 2024  
**HQ** Melbourne  
**Operations** National  
**Industry** **Insurance**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Commercial Insurance
- General Insurance
- Risk Management

### Differentiators

1. Personalised Service
2. Advice you can trust



<b>Since</b>	1987
<b>HQ</b>	Melbourne
<b>Operations</b>	National
<b>Industry</b>	<b>Information Technology Services</b>

**Pancare relationship since**  
2018

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- National IT Support
  - Service Desk and Onsite
- ICT Health Checks / Audits
- Cloud Services
- Backups / Disaster Recovery, Cyber Security / Compliance
- IT Hardware / Software Procurement

### Differentiators

1. Making IT simple
2. Human-centric approach to service
3. Agility and flexibility



**Since**  
**HQ**  
**Operations**  
**Industry**

1988  
Melbourne  
National and International  
**Facility Services - Cleaning,  
Waste Management, Catering**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

Cirka provides integrated solutions across commercial buildings, retail, health & aged care, venues & events and Government throughout Australia & the UK. Our vision is to partner with our clients to create and deliver outstanding experiences.

### Differentiators

1. Customer Centric - Relationship driven partnership model.
2. Our Culture - Desire to create value.
3. Technology & Data - Transparency & data driven decision making.



**specialised services**

**Since** 2004  
**HQ** Melbourne  
**Operations** National  
**Industry** **Waste Management**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Liquid Waste Management
- Specialised Environmental Services

industrial shutdown, CSA has the in-house resources, fleet and systems to mobilise immediately and manage high-risk, high-volume projects safely.

### Differentiators

#### Proven Large-Scale Capability & 24/7 Response

CSA supports major infrastructure, municipal and industrial clients with an extensive fleet and trained emergency response teams available 24/7. Whether it's a chemical spill, storm event, or

#### End to End Waste Lifecycle Management

Unlike many contractors, CSA manages the entire waste lifecycle in-house, from emergency response and collection to treatment and recycling. Our EPA licenced facility, Argus Waste Recycling, ensure safe, compliant, and sustainable waste recovery and disposal.

#### Real Time Operational Visibility & Automation

CSA's operations are fully digitised through an integrated platform, offering real-time tracking at every job, vehicle, and disposal docket. This ensures transparent reporting, automated compliance, and faster turnaround for clients.



**Since**  
**HQ**  
**Operations**  
**Industry**

2018  
Sydney  
National and International  
**Marketing**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Behavioural Insights: Advanced analysis of human behaviour and decision-making using psychographic frameworks
- Comprehensive Data Analysis: Expertise in extracting and analysing complex digital data to inform market research, consumer profiling, and competitive benchmarking
- Strategic Planning: Data-driven strategies for targeted communication, media planning, and audience engagement to enhance business outcomes

### Differentiators

1. Unique Behavioural Science Approach: Beyond standard data, offering deep insights into consumer psychology
2. Proprietary platforms: Precision-driven market research tailored to your needs
3. Proven Success: Trusted by top brands for data-backed strategies that drive results

# EAGLEHAWK

Since  
HQ  
Operations  
Industry

2023  
Sydney  
National  
**Corporate Advisory  
- Mergers & Acquisitions**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

- We advise on sales and acquisitions of privately held companies between \$20m - \$200m.
- We advise on full exists, control or minority investments, industry rollups, management buy-outs, management buy-ins, raising growth capital and divestments.

## Differentiators

1. We judge our success not only on the financial outcomes we achieve on deals for clients but on the range of professional and personal projects we continue to collaborate on after our first transaction.
2. We are incredibly focused on the detail to tell the best story about a client's business, while placing a premium on confidentiality.
3. Every client or group of shareholders are different, and we are respectful and thoughtful when taking into consideration everyone's objectives in a deal.



**Since** 1999  
**HQ** Melbourne  
**Operations** National  
**Industry** **Human Resource Consulting**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

- **Workplace Relations Experts:** Specialising in compliance, risk management, and dispute resolution for businesses.
- **Tailored HR & IR Solutions:** Providing award interpretation, policy development, and strategic advice to ensure workplace compliance and efficiency.
- **Trusted Partner for Businesses:** Supporting companies with proactive workplace relations strategies to minimise risks and enhance employee relations.

## Differentiators

1. Retainer services for fast solutions and bespoke consulting.



**Since** 2004  
**HQ** Australia  
**Operations** National  
**Industry** Leadership Development and Coaching

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

**Capability Snapshot**

- Executive, senior leader coaching, Mid Level Manager through to Graduate Coaching (1:1 and group-based)
- Leadership development programs (emerging leaders through to executives)
- Team effectiveness, collaboration, and culture initiatives
- Diagnostics and assessment (including 360s and leadership frameworks)
- Program co-design and facilitation aligned to organisational strategy
- Capability frameworks, leadership pathways, and learning architecture

**Differentiators**

1. Depth of experience: Over 15 years working with senior leaders, executive teams, and complex organisations across multiple sectors.
2. Practical, impact-focused approach: Strong emphasis on translating insight into sustained behavioural change and measurable outcomes.
3. Diagnostic agnosticism: We work with a range of established tools and frameworks and tailor solutions to client context rather than forcing a single methodology.
4. Co-design philosophy: Programs are developed in partnership with clients to ensure relevance, ownership, and real-world application.
5. Highly credentialed practitioners: Our coaches and facilitators bring deep executive, governance, and sector experience alongside formal accreditations.
6. Values-led practice: Our work is grounded in integrity, respect, inclusion, and a genuine commitment to developing leaders who positively impact others.



Since  
HQ  
Operations  
Industry

2011  
Melbourne  
National  
Technology

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

Fitzroy IT is an AWS Advanced Consulting Partner that combines “Old-School Grit” with modern strategy. We go beyond basic migration, rebuilding and optimising applications to ensure cloud environments are robust and efficient. Our approach is rooted in genuine partnership, deep operational understanding, and a commitment to shared long-term success.

### Differentiators

- 1. Grit Meets Strategy:** We pair a tenacious work ethic with cutting-edge intelligence to build IT solutions engineered for the future.
- 2. True Accountability:** We operate as an invested extension of your team, taking full ownership of IT results and business goals.
- 3. Straight Talk:** We eliminate jargon in favor of honest, clear communication and transparent plans that deliver tangible progress.



**Floorworld**  
MORE THAN JUST FLOORING

**Since**  
**HQ**  
**Operations**  
**Industry**

1991  
Melbourne  
National  
**Flooring Solutions**

**Pancare relationship since**  
2015

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Quality Flooring solutions for both Residential and Commercial spaces
- Proudly featuring the finest Australian and International Brands
- Comprehensive range of Timber, Hybrid, Laminate, Vinyl, Underlay and Carpets

### Differentiators

1. Advice. Price. Range. More than just Flooring
2. Strong commitment to local community welfare
3. 42 stores across Australia, delivering exceptional services and products



Since  
HQ  
Operations  
Industry

2018  
Melbourne  
National  
**Branded Apparel and  
Promotional Products**

**Pancare relationship since**  
2020

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Branded Workwear and HI-VIS Apparel
- Branded Corporate Polos, Jackets, Shirts, Pants and Hats
- Branded Promotional Products

### Differentiators

1. Focused on customer experience and relationships
2. Second-to-none industry expertise
3. High quality results at great value



Since	2025
HQ	Brisbane
Operations	National
Industry	<b>Insurance Broking</b>

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Bespoke general insurance broking and risk management services
- Holistic broking services with specialisation in professional and corporate risks, including but not limited to: finance, technology, engineering and architecture, healthcare and life sciences, mining and energy, public markets

### Differentiators

1. A service model centred around partnership and advocacy. We seek to genuinely understand business' risks, goals, and drivers, to provide tailored risk management advice that is aligned with the mission.
2. We a community-minded business in the sense that we believe a rising tide lifts all boats. We keep the impact of our actions on our clients, peers, industry, and broader community at the forefront of everything we do.



**CENTRAL**  
YOUR PEOPLE. OUR SOLUTIONS

Since  
HQ  
Operations  
Industry

2015  
Melbourne  
National  
**Outsourced HR Solutions**

**Pancare relationship since**  
2022

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Cloud-based HR Software for SME's
- HR Specialist Advice and Guidance
- HR Templates and Documents

### Differentiators

1. Consultative and empathetic approach
2. Focus on educating customers
3. No lock-in contract after 12 months



Since  
HQ  
Operations  
Industry

2008  
Melbourne  
National and International  
AV & IT Services

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Innovateq Australia specialise in providing turnkey AV, IT, data, electrical, and digital signage implementation services throughout Australia and New Zealand.
- Innovateq deliver AV and IT services within the Quick Service Restaurants (QSR), Retail, and Hotel Industry sectors with from cabling to hardware deployment and network infrastructure services. We operate in a variety of locations including major airports, shopping centres, supermarkets, universities, sporting arenas, and retail outlets.
- Services include: Consultation, Implementation and Project Management Proof of Concept Testing Staging & Warehouse Distribution Help Desk and Support Services Onsite Installation and Commissioning Preventative and Corrective Maintenance

### Differentiators

1. Innovateq provide experienced, skilled, and a professional field workforce. Along with our dedicated management team, we are passionate and successful in understanding all of our clients' requirements and objectives.
2. Innovateq strongly focus on collaboration, sharing of best-practices and our wealth of industry knowledge to deliver outstanding results. And of course, to earn our client's trust and the building of these long-term partnerships.
3. Through our unique and trusted national service network, which includes our own employees and over 1500 trusted contractors, Innovateq offers a wide variety of services.



**Since** 1996  
**HQ** Sydney  
**Operations** Australia and New Zealand  
**Industry** **Business Insurance and Insurance Services**

**Pancare relationship since**  
2016

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- High-quality Risk Management Advice
- Tailored Choice of Insurance Products
- Industry Leaders

### Differentiators

1. Insurance solutions for clients' evolving needs
2. Collective strength of the IA network delivers unrivalled experience and buying power
3. Proactive in supporting local communities



Since  
HQ  
Operations  
Industry

2005  
Melbourne  
Victoria  
**Commercial and Residential Building**

**Pancare relationship since**  
2022

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

**Capability Snapshot**

- Design and Construction Consultation
- Commercial Builds, Fit-outs and Factories
- Residential New Homes, Extensions and Renovations

**Differentiators**

1. Strong focus on client relationships and trust
2. Commitment to delivering high quality outcomes
3. Large network of reputable trades and designers



**Since** 2013  
**HQ** Sydney  
**Operations** National  
**Industry** Medical Devices

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- **Continuous improvement** - We strive to make our product incrementally better every day. We design and manufacture AEON in Boston MA, USA
- **Specialisation** - By focusing on one product, we can make the best surgical stapler that meets the unique needs of each surgical speciality
- **Talent Density** - To make the best stapler, we must have the best people.
- **Listening** - Only through close collaboration and listening can we design and deliver the products surgeons need to help patients.

### Differentiators

1. US Based Manufacturer
2. High levels of investment in R&D to drive product innovation
3. Vertically integrated manufacturing
4. Largest product offering in segment

## Loan Market

Rheuben & Associates

Since	2004
HQ	Melbourne
Operations	National
Industry	<b>Finance Broking</b>

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

We offer a diverse and extensive range of finance solutions, including business lending, commercial property, development finance, and home loan lending. We have access to more than 30 lenders, including banks, non-banks, and private lenders. Our client base ranges from 1st home buyers through to sophisticated high-net-worth individuals, business owners, and property developers.

### Differentiators

1. Finance broker with 20-plus years of industry experience.
2. Chartered Accountant.
3. My philosophy is to sit on the same side of the desk with my clients, understand their story, and deliver a financial solution that is in their best interests.
4. So many finance brokers can process home loans. We have the industry experience and professional background to deliver so much more to Australian business owners.



**Maple**  
Insurance  
& Risk

Insurance | Risk | Advisory

**Since**  
**HQ**  
**Operations**  
**Industry**

2022  
Sydney  
National  
**Insurance and Risk Advisory**

### **Pancare relationship since**

2025

### **Par 5 status**

Member

### **Marketplace status**

Supplier and Customer

### **Capability Snapshot**

Insurance and risk services for businesses of types and across all industries above \$1.5m revenue.

### **Differentiators**

1. Our purpose is to educate our clients and bring awareness of their circumstances and risks, to minimise loss and maximise success.
2. Offering our clients ‘big house’ solutions with a personalised and relatable offering through a collaborative and transparent service model.
3. Relationships – We offer a personalised and relatable offering to clients through a collaborative model. We put our clients’ needs first and do what we say we will do with transparency, commitment, communication, advocacy and trust.

# MAXFIELD

CREATIVE EVENT AGENCY

Since  
HQ  
Operations  
Industry

2016  
Melbourne  
National and International  
**Event Management and Entertainment**

**Pancare relationship since**  
2024

**Par 5 status**  
Member and Event Partner

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

- Event Management
- Sponsorship
- Ticketing and Hospitality
- B2B Connection

## Differentiators

1. 'Access' to the World's best events and experiences
2. Customer Service
3. Network and Connections



**Since** 1994  
**HQ** Melbourne  
**Operations** National  
**Industry** Banking

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

At ME Bank, OUR dream is helping everyday Australians achieve THEIR dream of owning their own home. ME Bank offers simple Home Loan options for all residential needs. Whether you're refinancing, first-timing, or investing, we've got the goods to get you that home.

\*Current at 23 Aug 2024. Terms, conditions, fees and charges apply. Applications are subject to credit approval. ME Bank is a division of Bank of Queensland Limited ABN: 32 009 656 740 AFSL and Australian Credit Licence 244616.

### Differentiators

A homegrown Australian bank with customer-first values. Dedicated team of mobile bankers, who come to you. Specialists in working with employers to provide benefits to their employees. Policies focused on the needs of our customers, including\*:

- Specialist policies for essential workers
- Flexibility for those over 50 or nearing retirement
- Expense add back for novated leases
- Unlimited debt consolidation

### Our Purpose

Our purpose is "Building social capital through banking", and as part of that we've been helping everyday Australians get the most out of their money since 1994.



Since  
HQ  
Operations  
Industry

2009  
Melbourne  
National  
**First Aid & Medical Services and  
Non-Emergency Patient Transport**

**Pancare relationship since**  
2023

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- First Aid Training for Businesses and the General Public
- Services to Provide First Aid and Medical Coverage – including Workplaces and Major Events
- NEPT Services: Interhospital, Discharge and Appointment Transport
- First Aid Kits and Consumables

### Differentiators

1. World class team of 500+ passionate and empathetic staff Australia-wide
2. Continuous integration of new technologies into operations
3. Growing fleet of modern and high-quality specialist vehicles

# MIKE ROLLS

SPEAKER • AUTHOR • FACILITATOR

Since  
HQ  
Operations  
Industry

2012  
Melbourne  
National  
**Professional/Personal Development**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

- Improve employee confidence and capability in work & life
- Increase employee engagement and create more connected teams
- Reduce burnout related absenteeism

## Differentiators

1. Practical and accessible programs designed to increase employee resilience
2. Highly engaging content that combines the latest research with extensive lived experience

# MORE

**Since** 2013  
**HQ** Melbourne  
**Operations** National  
**Industry** Telecommunications and NBN provider

**Pancare relationship since**  
2021

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

- Tailored and Integrated Solutions for Business
- Advanced Network and Australia-wide Connectivity
- High-speed Internet, Cloud Solutions, VOIP, NBN Phone Systems and Business-grade Data Solutions

## Differentiators

1. Forward-thinking and customer-focused
2. Committed to delivering great value for SME's
3. Australian-based business support team



**Since**  
**HQ**  
**Operations**  
**Industry**

2025  
Sydney  
National and International  
**Market Research**

**Pancare relationship since**  
2022

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

Muja is an AI-driven SaaS platform delivering real-time, bias-mitigating behavioural insights at scale. It combines the qualitative depth of conversations with the quantitative power of surveys – powered by always-on, evolving AI personas (“Muses”) – to uncover actionable, human-like insights faster and more affordably than traditional research methods.

Businesses waste up to 80% of their marketing budgets due to incomplete, outdated and unreliable data. Muja exists to solve this – replacing months of costly fieldwork with minutes of actionable insight. It makes high-quality research accessible to everyone – from startups to enterprises – enabling smarter, faster decisions without compromise.

### Differentiators

1. Always on access to permanent panels of AI persons grounded in behavioural data and built to deliver sharp actionable insights on demand.
2. Muja drafts premium, methodologically sound questions at a click; refine or add your own in seconds.
3. Stress-test anything, from big-picture brand propositions and value-pricing moves to tactical packaging tweaks and micro-copy. Drop your Muses into real – or even impossible – scenarios and watch strategy and execution converge.



**Since** 2005  
**HQ** USA  
**Operations** National and International  
**Industry** E-Learning Providers

**Pancare relationship since**  
2020

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- The largest commercial provider of the open-source Moodle™ learning platform
- The platform is a scalable open-source learning management system that adapts to your needs and not the other way around
- One of the largest 24/7 global support teams within the online learning space
- Hosted on the world's most robust hosting platform, Amazon Web Services (AWS), to guarantee security, uptime, and scalability

### Differentiators

1. Part of Learning Technologies Group, a wider family of companies that connects our clients with unparalleled depth in talent management solutions and learning technologies
2. Enabling organisations to deliver online education on a customised and branded open-source platform with the flexibility to adapt without commitment pressure
3. Established partnerships with third-party software partners to extend your eLearning ecosystem through seamless integrations
4. Every organisation is a learning organisation. Open LMS offers flexible solutions tailored to your specific needs



Since  
HQ  
Operations  
Industry

2018  
Melbourne  
Victoria and other states by arrangement  
Video Production

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- **Marketing and Branding Content:** Corporate videos, online advertising, explainers and case studies to enhance brand awareness and message.
- **Training and Induction Solutions:** Product videos to enhance after-sales experience, or internal training to improve team productivity and safety.
- **Events:** Create event showreels to promote a great cause. Record feature presentations to maximise value from guest speakers.

### Differentiators

1. You will be guided from start to finish using a streamlined process that minimises effort required from you.
2. Backed by over 25 years of experience in process integration and change management in a global FMCG organisation, we can work at your level to achieve the results you need.



**PAKENHAM**  
**GWM**

**Since**  
**HQ**  
**Operations**  
**Industry**

2024  
Melbourne  
Victoria  
**Automotive Sales & Service**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Selling and servicing GWM brand sedans, SUV's and utes such as Ora, Jolion, Haval, Cannon, Alpha and Tank
- Specialists in building GWM utes for commercial, trade and recreational use
- Fleet options available for trade and commercial customers

### Differentiators

1. Local family owned business (operators of Pakenham Mazda, long term Pancare supporters)
2. Extremely price competitive in a very dynamic marketplace
3. GWM renowned as one (if not the most) reputable and reliable of the Chinese auto manufacturers selling in the Australian market



**Since** 1974  
**HQ** Melbourne  
**Operations** National  
**Industry** Car Dealership and Service Centre

**Pancare relationship since**  
2018

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Mazda Fleet and Leased Staff Vehicles
- Extensive Range of New and Used Vehicles
- World Class Facilities and 20-bay Service Centre

### Differentiators

1. Recognised as a Mazda Australia Master Dealer
2. Committed to delivering a great customer experience and after-sales service
3. Australia-wide vehicle delivery available



Since	2015
HQ	Melbourne
Operations	National and International
Industry	<b>Bids and tenders</b>

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Bid management services
- Tender writing
- Bid design and templates

### Differentiators

1. **Procurement expertise:** we manage the bid process so you score highly
2. **Strong design skills:** we create a standout first impression
3. **Persuasive writing:** we understand the importance of concise messaging



Since  
HQ  
Operations  
Industry

2007  
Melbourne  
Victoria, New South Wales, Queensland  
**Solid Waste Services for Commercial  
and Industrial**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Operational Excellence delivering to 10,000 customers
- Quality Service – A coordinated group of sales, customer service and operations team members, ensuring a synchronised approach.

### Differentiators

1. We always deliver safely and on time.
2. Account Management that aligns goals and targets.
3. Highly responsive and flexible.



**Since**  
**HQ**  
**Operations**  
**Industry**

1951  
Melbourne  
Victoria  
**Commercial Maintenance**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

Programmed delivers end-to-end property maintenance services across Australia and New Zealand, providing a single, trusted point of contact for all maintenance needs. With experience spanning multiple industries since 1951, our capabilities include painting, grounds and open space management, landscaping, interior fitouts, signage, building and electrical works, graffiti removal and more. We design tailored maintenance solutions that respond to the unique requirements of each site, ensuring safe, efficient and consistently high-quality outcomes.

### Differentiators

What sets Programmed apart is our integrated, long-term approach to maintenance. Rather than delivering one-off services, we build proactive partnerships focused on adding value over time. By combining breadth of capability with deep industry experience, we simplify maintenance management while ensuring every property is maintained to enhance performance, presentation and brand reputation—now and into the future.



Since  
HQ  
Operations  
Industry

2019  
Melbourne  
National  
**Workplace Mental Safety**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

## Capability Snapshot

Readiness is a science-based platform helping Australian businesses proactively manage psychosocial hazards and mental health through real-time monitoring, actionable leadership insights, and peer-support tools.

### Three Core Features

- **Ongoing Mental Health and Risk Monitoring:** Science-backed surveys track stress, fatigue, and workplace culture.
- **Targeted Data and Actionable Insights:** Simplifies complex data to help leaders prioritise safety and meet legal WHS duties.
- **The Buddy System and Resource Library:** Facilitates peer check-ins and offers a comprehensive risk-management resource library.

## Differentiators

1. **Unified Platform:** Combines mental health and psychosocial hazard data in one platform.
2. **Real-Time Insights:** Replaces lagging indicators with live, forward-looking insights.
3. **Broad Resource Network:** Pairs a vast resource library with a partner network for specialised organisational uplift.



<b>Since</b>	2015
<b>HQ</b>	Melbourne
<b>Operations</b>	National
<b>Industry</b>	<b>Work Health and Safety</b>

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Tailored Workplace Safety Software
- Employee Safety and Visibility
- Reduced Admin, Time Saving and No-Paper Footprint

### Differentiators

1. Easy, simple safety software
2. Flexible and configurable
3. Developed by safety experts



Since  
HQ  
Operations  
Industry

2001  
Melbourne  
National  
**Professional Services and Technology  
Solutions - Advisory, Data and Digital**

**Pancare relationship since**  
2022

**Par 5 status**  
Founding Member

**Marketplace status**  
Supplier and Customer

**Capability Snapshot**

- Advisory and Consulting
- Organisation and Business Unit Strategy Development
- Market Research, Data Analytics and Insights
- Customised Technology Solutions (Websites and Digital Platforms)
- Integrated Business and Data Intelligence Solutions

**Differentiators**

1. Experienced team, balanced with young minds
2. Motivated to achieve success with clients
3. Long-term clients and partners are testament to reputation



Since  
HQ  
Operations  
Industry

2023  
Melbourne  
National and International  
CFO Advisory and Management Consulting

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

TinyThunder is a finance-led partner for growth and legacy businesses, converting strategy into tangible P&L and cash flow results. We provide multinational-level expertise without the bureaucracy, staying hands-on to ensure benefits are measured and sustained.

#### Core Services:

- **CFO Advisory & Fractional Leadership (Run the Team):** Hands-on CFO support to stabilise and elevate finance functions.
- **Finance Function Transformations (Transform the Teams):** Redesigning finance into a strategic commercial partner.
- **Plug and Play Solutions (Improve the Business):** Rapid value-unlocks through profitability, pricing, and M&A support.
- **Value Creation Programs (Transform the Business):** Structured optimisation across revenue, costs, and capital.

### Differentiators

1. **Operator-led:** We work inside your business as active operators, not distant advisors, bringing the credibility to influence board-level decisions.
2. **Execution-first, P&L cash focused:** We prioritise tangible financial outcomes, measuring success by what actually lands in the P&L and balance sheet.
3. **Multinational financial experience, without the red tape:** We apply proven global finance disciplines and tools, embedding them into your team through coaching so the capability remains long after we leave.



Since  
HQ  
Operations  
Industry

2005  
Melbourne  
National  
**Waste Management**

**Pancare relationship since**  
2025

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- **Tailored Waste Solutions:** We assess your needs and create a custom plan that optimises costs and sustainability.
- **Sustainability Focused:** We help you improve recycling rates, reduce landfill, and achieve your environment goals.
- **Optimisation:** No unnecessary pickups, no wasted spend – just smart waste management that works for your business.

### Differentiators

1. **End to End Management:** From service scheduling to issue resolution, we take care of everything behind the scenes.
2. **One Point of Contact:** No need to deal with multiple waste providers. Just call us and we handle it all.
3. **Data-Driven Decisions:** We track and analyse your waste data to drive better efficiencies and smarter service plans.



Since  
HQ  
Operations  
Industry

2014  
ACT  
National  
**Technology - ICT Disposals  
and eWaste Recycling**

**Pancare relationship since**  
2024

**Par 5 status**  
Member

**Marketplace status**  
Supplier and Customer

### Capability Snapshot

- Secure IT Disposal: Auditable process to meet your requirements
- Data Sanitisation and Destruction: Protecting your information
- Asset Buy Back: Reducing your cost to refresh your equipment
- eWaste Recycling: Ensuring a sustainable future

### Differentiators

1. NAID AAA approved with security clearance to Top Secret
2. Supply National Registered Certified Social Enterprise
3. Supporting Aboriginal and Torres Strait Islander employment

# Par 5

*Cancer is everyone's business*

**Contact us for an introduction  
to a Par 5 supplier:  
[info@par5business.com](mailto:info@par5business.com)**



*In the spirit of the reconciliation, Pancare acknowledges the Traditional Custodians of the country throughout Australia and their continuing connection to land and sea and the community. We pay our respects to Aboriginal and Torres Strait Islander people and their cultures and to Elders past, present and emerging.*

 **pancare**  
FOUNDATION