

Raising the standard in HVAC



About MAPS

MAPs is a proudly West Australian, values-led HVAC company specialising in air conditioning, refrigeration, and mechanical services across commercial and industrial applications. Known for our ability to simplify complexity, solve tough technical challenges, and deliver consistent quality, MAPs partners with clients who value quality, professionalism, and outcomes that last.



We're professionals, and we treat the trade like one.

We're raising the bar for what it means to work in HVAC. Our technicians are highly trained, technically sharp, and continually developing. We invest in them because we know that's where quality starts.

This is a place where team members are respected, listened to, and supported. We're proud of the work we do, and we approach each job with a sense of purpose and responsibility. MAPs is for tradespeople who take the profession seriously and want to work somewhere that takes them seriously too.



Grounded in the values of **Mastery, Accountability, Passion, and Service**, MAPs combines industry knowledge with a human approach, building long-term partnerships, delivering exceptional technical results, and setting a new benchmark for trust and transparency in the HVAC space.



What We Do

MAPs offers five core services across the commercial and industrial HVAC space. Our approach is grounded in technical knowledge, practical delivery, and long-term asset care.

- **Mechanical Ventilation**
- **Air Conditioning**
- **Refrigeration**
- **Controls & Automation**
- **Service & Maintenance**





Mechanical Ventilation

Design, installation, and maintenance of ventilation systems that move air effectively and in line with code.

WE DELIVER:

Carpark ventilation with CO monitoring

Commercial kitchen exhaust and toilet exhaust systems

Dust suppression and fume extraction

Fresh air intake systems

Ventilation systems for laundries, workshops, labs, and confined spaces



Air Conditioning

Reliable, efficient climate control for commercial and industrial environments designed for comfort, compliance, and longevity.

WE DELIVER:

Ducted systems, split systems, and VRF

Chilled water and packaged unit systems

System design and planning

Installation, testing, and commissioning

Modifications and upgrades for existing setups



Refrigeration

Tailored refrigeration systems for sensitive environments designed, installed, and maintained by experts who know the details matter.

WE DELIVER:

Cool rooms, freezer rooms, and display fridges

Custom refrigeration for food production and retail

Service and breakdown response for critical environments

Energy-efficient system upgrades



Controls & Automation

Building control systems that create smarter, more efficient environments helping clients manage HVAC performance in real time.

WE DELIVER:

Building Management System (BMS) integration

Custom HVAC control system installs

System diagnostics and optimisation

Automation for ventilation, heating, and cooling

User interface and access controls for clients



Service & Maintenance

Proactive maintenance that protects assets, reduces downtime, and gives clients confidence their systems are in good hands.

WE DELIVER:

Preventative maintenance programs

Rapid breakdown service and repair

Full asset tagging and equipment documentation

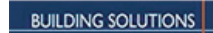
Simpro-based reporting for transparency
Compliance and condition reports

Advice and forecasting for lifecycle management

With up to 70% of breakdowns preventable through regular servicing, MAPs ensures systems run at peak performance protecting both your people and your bottom line.

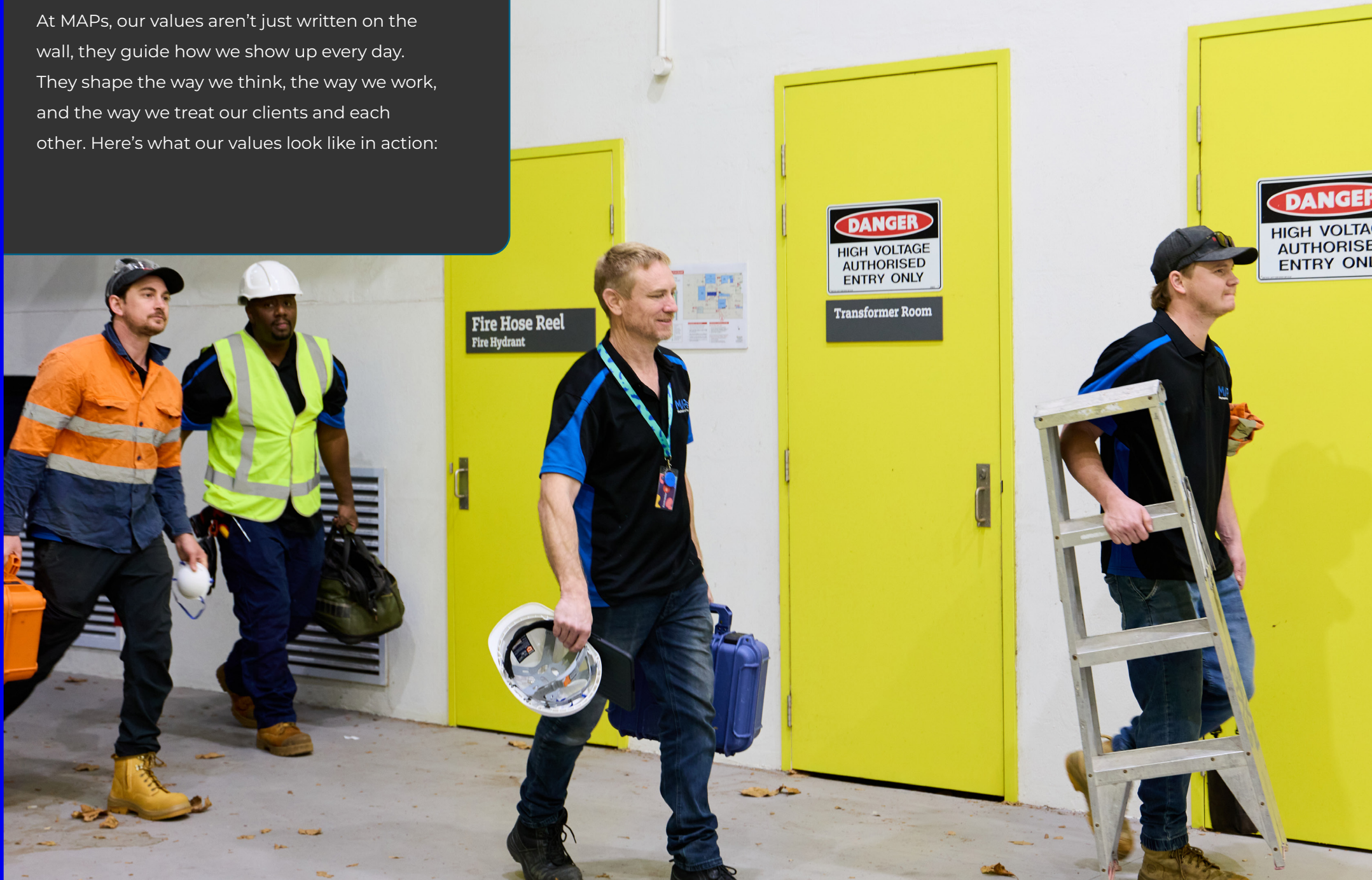
Our Projects

Whether it's the Perth Zoo or a local chocolate factory, a remote mining site or gym fitout, we care about the outcome and the people we deliver for.



How We Do It

At MAPs, our values aren't just written on the wall, they guide how we show up every day. They shape the way we think, the way we work, and the way we treat our clients and each other. Here's what our values look like in action:



Mastery

We believe in doing things properly and getting better every time we do them. Mastery isn't a destination, it's a mindset.

Stay across the latest systems, tools, and tech

Commit to excellence in every job - not just good enough

Always ask: How could this be done better?

Accountability

We take full ownership of the job, the outcome, and how we get there. Accountability is about being upfront, reliable, and trustworthy in everything we do.

Take ownership from site arrival to job sign-off

Be open, honest, and responsive even when things go wrong

Keep clients informed with clear documentation and updates

Passion

We see the trade as a profession, something to take seriously and take pride in. We're not here to coast; we're here to contribute, learn, and lead.

Treat your trade like a career, not a fallback

Take pride in doing things properly

Share knowledge, back your team, and bring energy to the job

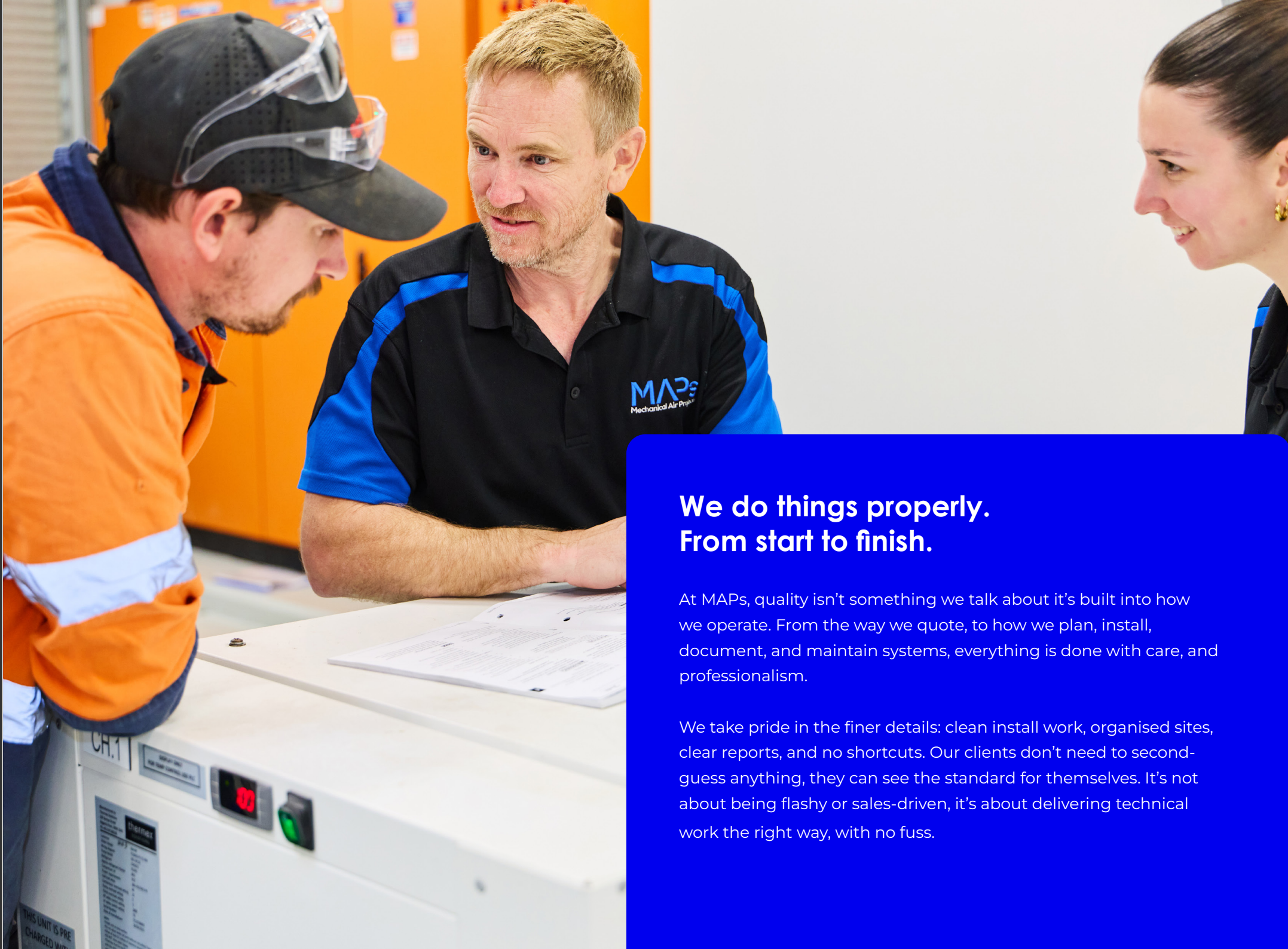
Service

We put people at the centre of what we do. That means building great systems and great relationships because how we do the job matters just as much as the result.

Put clients first, always

Include them in the process, explain the "why" behind decisions

Think about the experience as much as the outcome



We do things properly. From start to finish.

At MAPs, quality isn't something we talk about it's built into how we operate. From the way we quote, to how we plan, install, document, and maintain systems, everything is done with care, and professionalism.

We take pride in the finer details: clean install work, organised sites, clear reports, and no shortcuts. Our clients don't need to second-guess anything, they can see the standard for themselves. It's not about being flashy or sales-driven, it's about delivering technical work the right way, with no fuss.

Every job, every site, every client. It matters.

We don't pick and choose where to do good work we bring the same energy and standard to every job, big or small. Clients can feel that from day one.

Because we're not a volume-based operator, we're able to focus on doing things well, building long-term relationships, and leaving behind results we're proud of.

Whether it's the Perth Zoo or a local chocolate factory, a remote mining site or gym fitout - we care about the outcome and the people we're delivering it for.





Transparency is in our DNA.

We don't believe in keeping clients in the dark. Whether it's project timelines, costings, asset performance or site updates, we share openly, because strong relationships are built on trust.

Using systems like Simpro, we give clients access to real-time information, asset tagging, service logs, and scheduled maintenance data. Our reports are clear, useful, and built to help clients make better decisions, not just tick a box.

From day one to job sign-off, you'll always know where things stand.

We solve problems others won't touch.

MAPs thrives in environments where others hesitate, whether it's remote locations, high-spec builds, or sites with legacy infrastructure and tricky access.

We don't just install what's easy, we investigate what's needed. Our team brings deep technical capability, experience across diverse sectors, and a willingness to roll up our sleeves to figure it out. We act as the link between manufacturers, consultants, and building managers, working collaboratively to solve challenges and deliver outcomes that others couldn't (or wouldn't) attempt.

If it's not
straightforward,
we're at our best.



Founder Overview:



Ryan McCarthy

Ryan McCarthy brings nearly 30 years of real-world HVAC experience to the leadership of MAPs. Starting his career in refrigeration and air conditioning in 1996, Ryan has built a reputation for being solutions-oriented, hands-on, and deeply invested in the quality of work his company delivers.

From remote mining operations to complex commercial builds, Ryan has worked across almost every kind of HVAC environment. After leading a 50+ person company earlier in his career, Ryan founded MAPs with a clear mission: to build a business that partners with clients, invests in people, and delivers work you can be proud of.

Ryan's leadership is grounded in values, not ego. He believes in building long-term partnerships, being transparent with clients and staff, and constantly raising the standard of what great HVAC delivery looks like.



Callem Burman

Callem Burman's journey with MAPs began as an apprentice, where he quickly showed the drive, skill, and commitment that would see him grow into co-owner of the company. His story reflects the MAPs ethos: building from the ground up with hard work, integrity, and a belief in doing things properly.

Callem is a strong believer in the power of a great team. For him, success comes from surrounding yourself with good people, doing quality work, and enjoying the process along the way. He is dedicated to creating a workplace where high standards, and a sense of fun go hand in hand where every project is delivered to a market-leading level of quality, and every client interaction reinforces the strength of the MAPs name.

Contact us today on

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MADs
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