BETTER SOLUTION AT ALL TIMES

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**Company Profile**

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**Background**

**SIFISIMPUMELEO TRADING & CONSTRUCTION (PTY) Ltd**, was established in February 2012 to unite the expertise of a number of role players in the construction industry. The role players in SIFISIMPUMELEO TRADING & CONSTRUCTION (PTY) Ltd are handpicked professionals with extensive experience in the field of construction. The company is an emerging black company committed to contributing to the development of the future of South Africa. SIFISIMPUMELEO TRADING & CONSTRUCTION (PTY) Ltd’s mission is to remain committed to the betterment of life of our people by the construction of roads and the provision of related services.

**Business Model**

The company believes that by operating and sustaining small and big contracts with

different client’s expectations, we have the ability to maintain a competitive advantage in

both buoyant and challenging market conditions.

Within this strategic context, the company has implemented a total quality management

culture that underpins every aspect of its operations and reinforces the centrality of

sustainability to the business. This practice has high skilled and experienced employees

which has the anxiety to go beyond our client expertise. Our business model consists of

the following keys:

1. **Strategy**

The company’s strategy is to secure growth and reduce earnings volatility within the

construction sector by capturing multiple margin streams across the infrastructure value

chain. This is achieved through product and geographic diversity and optimizing the

materials supply chain, as follows:

Retaining and investing on skilled people for high quality and production

Securing and executing large multi-disciplinary contracts

Developing, investing in and operating concessions and property assets

Being loyal and providing a service that is reliable to our client

Focusing on growth sectors such as power, transport, mining and industrial, real

estate, integrated technology and water and environment.

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**(b) Quality**

Quality management forms the cornerstone of the way Full force operates. The company

has therefore started implementing ISO 9001:2008 standards, which provide a framework

around the effective implementation of a quality management process, with continual

improvement being the driving force. The benefits of implementing a quality

management system are:

A system of standardization that allows for an enhanced ability to execute larger

multi-disciplinary contracts.

An ability to shift people between business units, as it results in a workforce that

delivers on a common quality system.

A uniform standard that allows improved measurement of the performance of sites

and business units.

**(c) Risk Management**

Risk management is crucial to our company’s business success and will always contribute

to management’s ability to effectively guide the business through an ever-changing

environment. All objectives set by management, be they strategic, operational or

otherwise, are set after having had due and proper consideration of the potential risks that

might negatively impact on the outcome of such objectives.

The company's approach to risk remains focused on the management of risk rather than

total elimination. The management team constantly considers the balance between risk

and reward to ensure the optimization of performance from each business unit.

**(d) Safety, Health and Environmental Management**

We adhere to the safety, health and environment (SHE) policy. Our company aspires to

zero harm in terms of people, host communities and the environment. Although we can

operate in countries with differing governance standards, will enforce a standard

approach to SHE and will not compromise our standards of conduct when operating in

countries with lower requirements.

**Safety**

The company considers any fatalities of employees as unacceptable and will strive to

eliminate all fatalities to meet our objective of zero harm.

**Health**

The company is busy implementing a wellness programmes, including pre-employment

medicals, risk or occupation-based routine medicals, wellness days, voluntary

counseling, case management and exit medicals.

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**Environment Management**

The company’s environmental focus is centered on:

Continuously identifying and assessing occupational and environmental hazards

with a view to implementing measures to mitigate or control.

Establishing ongoing communication and training programmes to increase

individual awareness levels of environmental issues, responsibilities and

accountabilities.

Promoting responsible actions to exercise care in conserving the natural

environment.

**(e) Vision and values**

We strive to live our vision by adhering to our company’s values:

We continuously seek to

develop and implement

new and improved ways to

deliver our solutions.

**INNOVATION**

We strive to employ

reliable, focused team and

making sure we retain our

skilled people.

**PEOPLE**

We aim to continue in our

delivery of quality and value

services and reliable

solutions to our clients.

**EXCELLANCE**

We strive to reach the

requirements of each client

according to their expectation.

**CLIENT FOCUS**

Working towards sustaining the

transformation in accordance

with BBBEE requirements of

the construction of charter.

**TRANSFORMATION**

We look at shareholder

growth through a

customer-centric focus

and superior technical and

business solutions.

**PERFOMANCE**

To be a Global Team working in

an environment of Continuous

Improvement that inspires

customer loyalty.

**VISION**

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**(f) Mission**

* To offer our dedication, integrity, consistency and professionalism:

To be amongst the best competitive and a mega construction company in Africa.

Quality, value-added Consulting Engineering Services;

Integrated and Innovative Project Management Services within the Built

Environment.

A high level of technical expertise and professionalism;

Economically sound engineering and project management processes;

A commitment to Sustainable projects taking into consideration socio-economic,

community-related, safety as well as environmental concerns; and

Access to skills transfer and job creation initiatives within the local South African

and regional context.

**(g) BEE Status**

The company is own by a black man who is committed to empowerment and

real economic benefit for HDI and is committed to all the elements of the B-BBEE

Act. 100% of the Company ownership is in the hands of Historically Disadvantaged

Individuals.

**Mechanical**

Process engineering

General mechanical engineering design

Hydraulics

Projects management

**Electrical**

Building electrical services

Power generation, transmission and distribution

Electronic systems

Telecommunications

Instrumentation and control systems

Energy Audits

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**Structural**

Reinforced and pre-stressed concrete

Commercial and industrial buildings

Masonry Structures

Bridges

Water retaining structures

Structural forensic audits

Timber structures

High rise structures

**Integrated Technology**

Services and Consultancy

Programming

ADSL( Uncapped, Capped)

Backup Solution( Online backup, Solution for business)

Hosting( Dedicated server hosting, Web hosting, Domain hosting)

Canit Antispam Office Protection

**Civil**

Sewerage disposal

Sewage treatment

Water reticulation

Waste Water treatment

Roads and Storm water

**Electronic Security Systems**

Access Control

Intrusion Detection

Intercom and Public Address Systems

Fire Detection & Suppression

Security Fencing Systems

Building Management Systems

Integration of Security Systems

CCTV



**Project services**

Design and design management

Feasibility studies

Bid coordination and management

Project and construction management

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**(i) Sector focus**

**Engineering and Construction**

Transport

`Mining and Industry

8Power generation, transmission and distribution

Water and environment

Human settlements

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**(j) Organizational structure**

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**(k) Employment and Empowerment**

**As one of the leading Construction and Engineering companies, Full Force**

**Employs professionals with specialized business knowledge and skills. In**

**addition to our Long Term employment Strategy, we plan to retain permanent**

**staff & outsource some of the HR & Training Programmers to up-skill,**

**contribute and boost the labour Market. We also manage a large number of**

**highly skilled contract resources and is a partner of choice to our many valued**

**clients. Our comprehensive professional service offering as well as our expertise**

**enables us to continually meet and exceed the career expectations of our candidates**

**in various environments.**