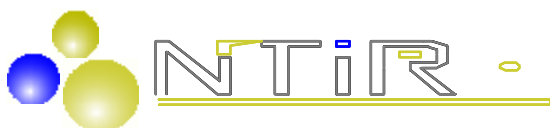




keeping
everything
running.



HITSAKELA NTIRO PROJECTS t/a
NTIRO PROJECTS CC

Suite No: 5, The Chambers
37a Grobler Street
Polokwane, 0700

FAX: 086 260 7242
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GENERAL TRADING, CONSTRUCTION AND SUPPLIES

Company Name: Hitsakela Nitro Projects cc.
Reg No: 2002/066573/23
Income Tax No: 91988674153
VAT No: 4300270644

Physical Address: Suite No 5, The Chambers
37A Grobler Street
Polokwane
0700

Postal Address: PO Box 1492, Mahwelereng
0626

Contact Details: monyani4@gmail.com

Name of Bank: Absa
Branch Name: Mokopane
Branch Code: 632005
Account No: 4059681883

Accounting Officer: Mulder & van Ree Accountants
PO Box 11371, Bendor, Polokwane, 0713

Contact Person: Mr. Herman van Ree

Telephone Number: 015 291 4426/ 015 291 1696

Introduction

Ntiro Projects is a 100% Black owned Company, which has been formed in 2003 to foster the SMME objectives, inter-alia:-

- Create job opportunities for people in which it operates
- Contribute in development by creating wealth and improve the well-being of the community by offering quality products
- Impose the initiative of ploughing back resources to the community
- Foster a vibrant economic atmosphere by being one of the leading organizations in the provision of excellent services.
- Offer Opportunities To Previously Disadvantaged Individuals – to make a meaningful contribution and be empowered as such in the Economic Development process.

Vision

To render professional services in the Construction, Transport, Vegetation Management, General Maintenance, Horticulture, Landscaping, Pest Control, Production & Events, Print Works, marketing Communications, General supply of goods and services e.g. Stationary and cleaning Material, Cleaning, Catering at competitive prices, hence promoting long-term relationships with all community members, being flexible enough to take cognizance of local conditions in order to make the best use of available resources.

Mission

Our short-term objective is to obtain more realizable contracts so as to maximize the optimum usage of our present resources. Our long-term plan is to learn and grow in the Construction Industry

Nature of Organization

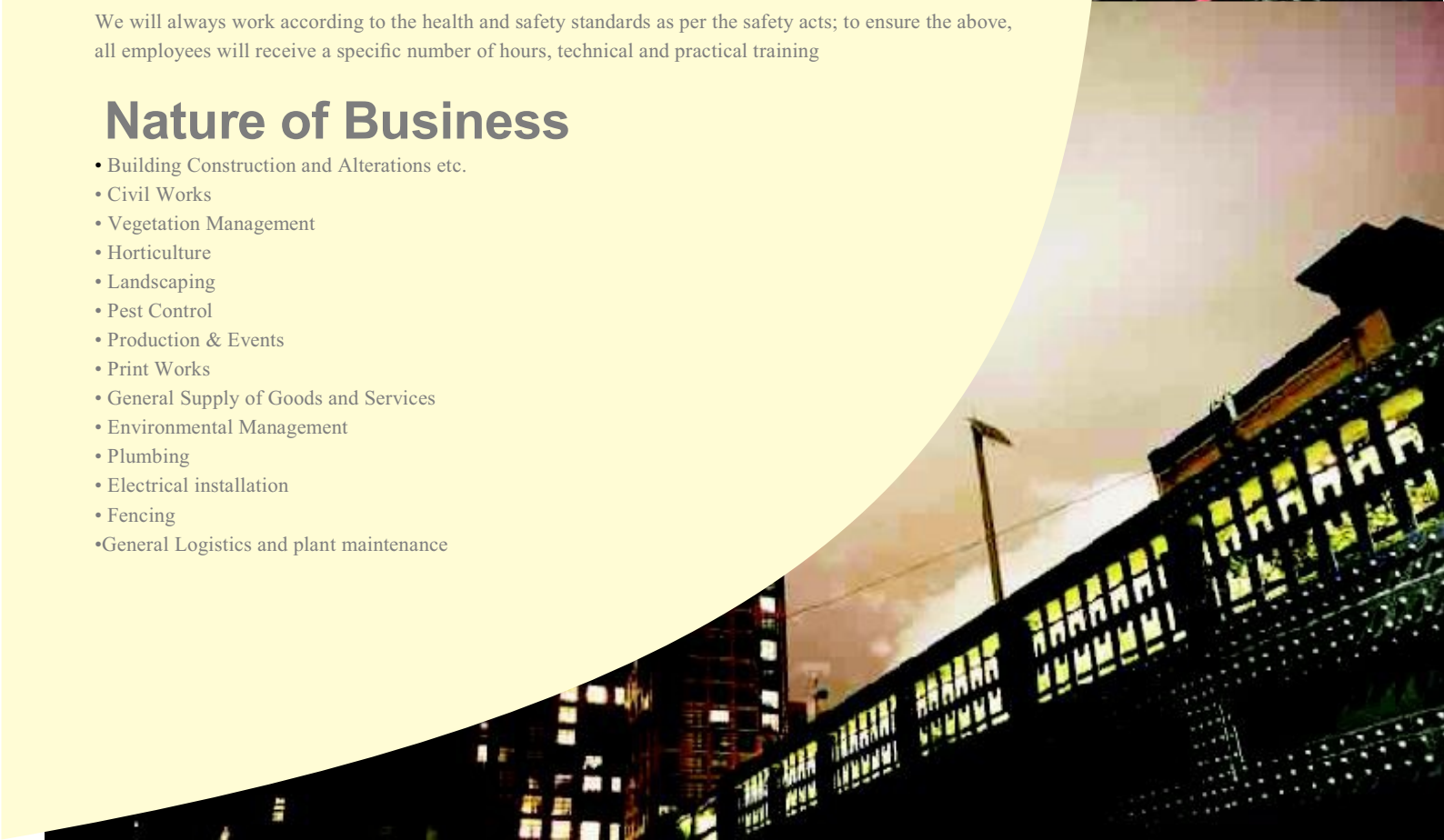
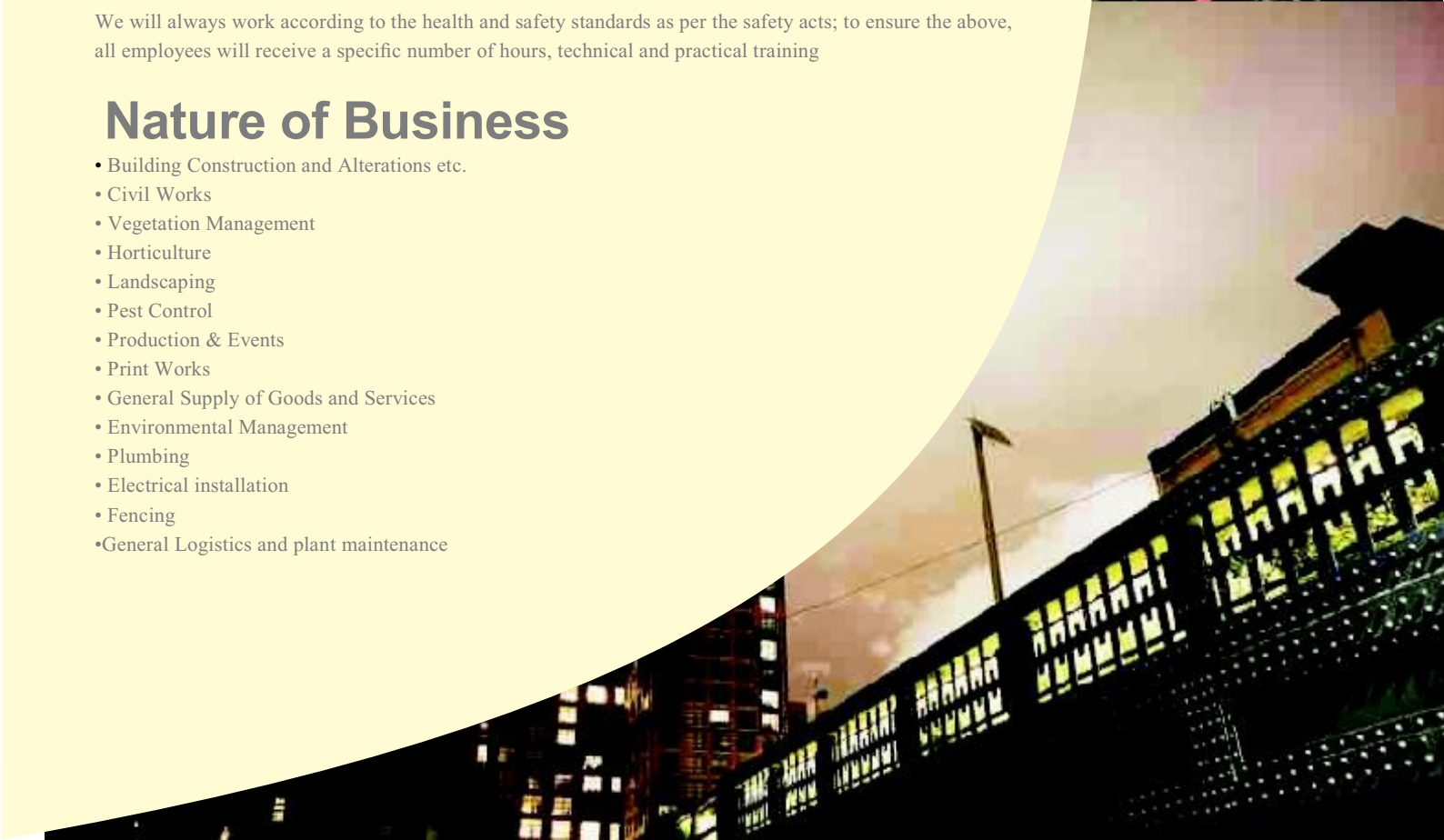
Construction and Civil Works, Transport, Vegetation Management, General Maintenance, Horticulture, Landscaping, Pest Control, Production & Events, Print Works, Marketing & Communications, General supply of goods and services.

Environment

We will always work according to the health and safety standards as per the safety acts; to ensure the above, all employees will receive a specific number of hours, technical and practical training

Nature of Business

- Building Construction and Alterations etc.
- Civil Works
- Vegetation Management
- Horticulture
- Landscaping
- Pest Control
- Production & Events
- Print Works
- General Supply of Goods and Services
- Environmental Management
- Plumbing
- Electrical installation
- Fencing
- General Logistics and plant maintenance





Our Policy

The Management of Hitsakela Ntiro Projects regards the health and the safety of its employees as vitally important. With the commitment and example set and maintained by management, we will regard the following standard policies;

1. Safe and hygienic working condition
2. Regular health and safety checks
3. Planning new and effective measures
4. In-house health and safety training
5. Training / Human Resource Development
6. Promote effective coaching & mentoring
7. Identifying and rectifying unsafe work practices
8. Boost morale and create a "HAPPY" workplace
9. Comply with employment equity/ legal requirements

Standards Approach

These are some of the standards we will use to help ensure that we provide high quality service:

- We will provide a free, written estimate within 72 hour.
- We will begin work within 7 days of receiving a signed agreement.
We will not interrupt work for any reason until we finish a job.
- We will use the highest quality materials available.
- We will leave the work area clean and neat at the end of each day.
- We will follow up after every job to be sure the customer is satisfied.
We will guarantee satisfaction for all of our work.

Market Segments

We have identified the following major users:

- Eskom
- Transnet
- Englo American
- Municipalities in Limpopo
- Mines
- Department of Education
- Department of Human Settlement
- Roads Agency Limpopo
- Hospitals
- Industrial firms
- Public Works
- Construction Companies

We consider mines and industrial firms as major customers with bulk of business expected from them. Long-term contracts are however more possible from the Government

Target market

Our immediate target market is the following:

- Road Construction Projects
- Building Contruction Projects
- Water Projects
- General Civil Works Projects

We commit ourselves to:

Promote open communication and environmental concern.

1. Involving communities and other concerned interest groups with regards to environmental programs
2. The publication of the annual environmental impact report will be our commitment to produce it annually.

The establishment of an Environmental Management Program, assessing all areas of our business will be our continued commitment.

Management and Staff

- The owner members will be responsible for the strategic direction of the company.
- The company will appoint supervisors and foremen as it grows to take charge of all different fields in the business.
- Appointment will be based on experience, knowledge and competence.
- Each foreman will receive specialized training according to his or her business unit.

Key Personnel

The management team (executive and non-executive members thereof) though all from the PDI background composes of well distinguished and qualified Personnel who founded the Business concept after working and acquiring vast experiences in every avenue of their careers.

A total of 23 staff is employed for operations and sales

Growth Plans

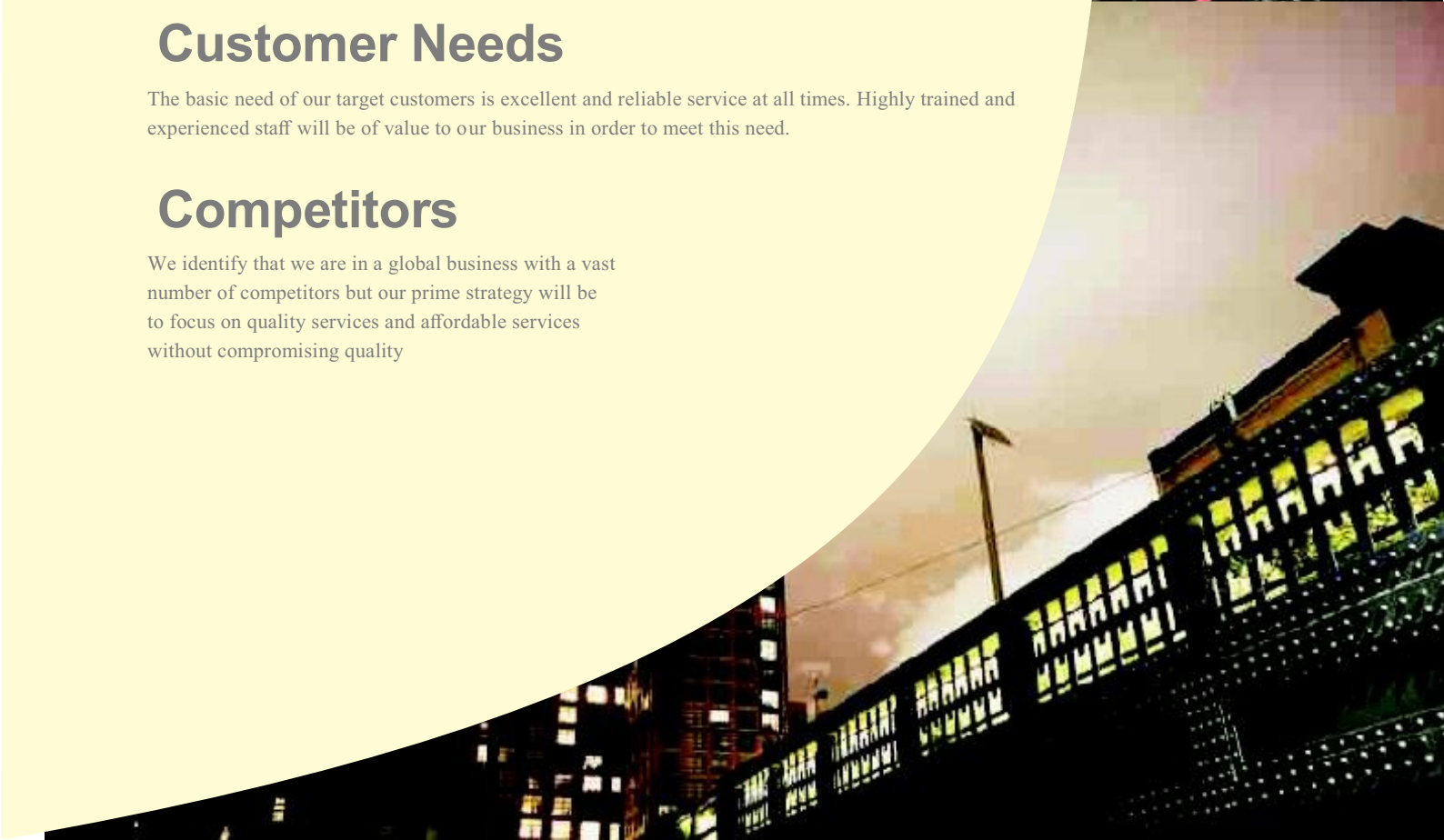
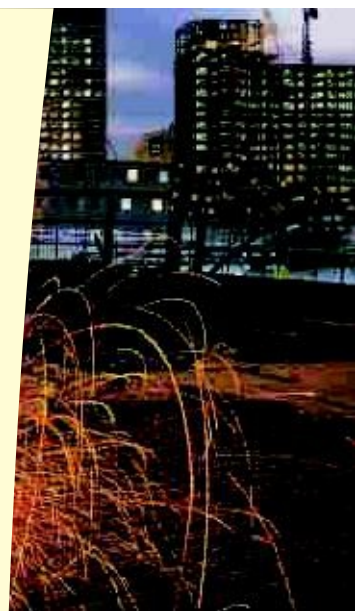
- Diversify and introduce excellent products and services
- Maintain reasonable profits every year
- We are committed to black empowerment through training and skills transfer
- Broaden the portfolio of business in the group through being a developer and a contractor number one.

Customer Needs

The basic need of our target customers is excellent and reliable service at all times. Highly trained and experienced staff will be of value to our business in order to meet this need.

Competitors

We identify that we are in a global business with a vast number of competitors but our prime strategy will be to focus on quality services and affordable services without compromising quality





Sub-contracting

We hire, provide, manage and sub-contract professional for technically related services and involve ourselves in the district, provincial and national services in the procuring and tendering processes. We endeavor to use the most specialized sectors of professional services and being committed in our services to ensure efficiency, timeliness, quality and exceeding of clients expectations and needs. For all technical related contracts and projects, we are mindful of using the right personnel and expert services whilst striking a balance in provision of employment and empowering of the previously disadvantaged sectors

Training

We the owners will need intensive training on various managerial fields to consolidate our knowledge. We will be working with various service providers and networking with other business organizations. We will develop company policies on training and development. Establishment of affirmative action or equity for the company will be enhanced. We will embark on programs to familiarize ourselves with Quality Management. Although we are a new company, we are committed to get advanced learning and prepare ourselves for any joint venture in order to get on expansion.

Key Success Factor

There are several key factors that can be identified as being particularly important in our organization's ability to succeed in the business arena. In order of relative importance

These factors are:

- i). Customer satisfaction
- ii). Continuous staff training
- iii). Highly talented and experienced Management team
- iv). Maintenance of existing contracts

Business Partners and Projects

Eskom (LOU) - Vegetation Management and Electrification

Eskom (ROTEK Industries) - Supply and Delivery of Steel

Eskom (ROTEK Industries/Kusile) - Construction of Wegh bridge

Mokgalakwena Municipality - Construction of bulk water scheme and waste water treatment plant

Manufacture & Supply of Road Signage and Water Purification

- Vegetation management

DR Bongani - Low Cost Housing (Vhembe)

Statitics South Africa- Supply of stationary and Office Consumables

CV Chabane & Associates - Bulk water projects, Pest Control (Pre Construction Soil Treatment)

Vharanani Properties - Low Cost Housing (Capricorn, Mopane, Tshwane)

Rivoni - Low Cost Housing (Vhembe)

Nhlengani - upgrading of water treatment Plant (Soutpan/Ikgomotseng)

Masilonyana Local Municipality- Bucket Eradication, Sewer and Reticulation Projects (Makeleketla)

Vhembe District Municipality Water Projects (Malamulele Jerome)

Bushbuckridge Local Municipality Water Projects (Mandela Village)

Rigamani/ Vula Vula JV - Drilling and Equiping of 8 borehole(Segwashi Regional Water Scheme)