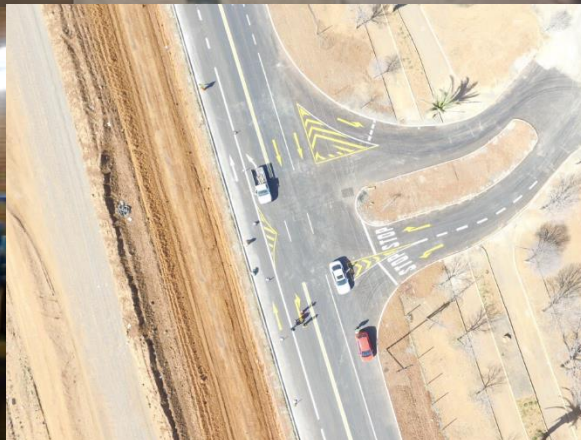


FLAGG CONSULTING ENGINEERS (PTY) LTD

TOTAL CUSTOMER SATISFACTION
THROUGH ENGINEERING
EXCELLENCE



CONSULTING CIVIL & STRUCTURAL ENGINEERS

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EXECUTIVE SUMMARY

FLAGG Consulting Engineers (Pty) Ltd was established as a new company in the Engineering market in August 2012. FLAGG's key professional, technical and support staff have been providing consulting civil and structural engineering and project administration services for local authorities and private clients in the Free State since 1998.

FLAGG has adopted the 'Total Quality Management' integrative philosophy for continuously improving the quality of our services and processes. FLAGG is a 'customer – focused' organisation whose staff have the technical knowhow that ensures we understand and provide what our clients want will be achieved. FLAGG's customer-focused approach uses strategy, data, effective communications and involvement of all levels of employees to integrate the quality discipline into the culture and activities of the organisation.

MAIN COMPANY ATTRIBUTES

BBBEE	LEVEL 2
COMPANY OWNERSHIP	51% HDI Ownership
COMPANY PARTICIPATION	75% HDI Participation
COMPANY EXPERIENCE	> 7 Years
QUALITY MANAGEMENT SYSTEM	ISO 9001:2015

COMPANY / INDIVIDUAL PROFESSIONAL MEMBERSHIP		
 Consulting Engineers South Africa	 ENGINEERING COUNCIL OF SOUTH AFRICA	 The South African Council for the Project and Construction Management Professions — CONSTRUCTING NEW PERSPECTIVES —

EQUITY PROFILE

FLAGG Consulting Engineers (Pty) Ltd is a private company with the following equity ownership

NAME	IDENTITY NO	CITIZENSHIP	DATE OF OWNERSHIP	INTEREST	GENDER	HDI
Shareholders & Directors						
F O Mokoena	770127 5672 083	RSA	2012/09/01	25.5%	M	Y
G A L Ambrose Pr Eng	560213 5014 080	RSA	2012/09/01	24.5%	M	N
L B F Ambrose Pr Tech Eng	830805 5227 085	RSA	2012/09/01	24.5%	M	N
L G Motsoeneng Pr Tech Eng	790731 5416 080	RSA	2012/09/01	25.5%	M	Y

HDI Ownership 51.0%

QUALITY MANAGEMENT SYSTEM

FLAGG consulting has a quality management system (QMS) which is ISO9001:2015 certified. FLAGG Consulting Engineers' general quality policy is to establish, document, implement and maintain a quality management system and continually improve its effectiveness in accordance with the requirements of the ISO 9001:2015 International Standard. FLAGG adheres to the Total Quality Management principle.

BUSINESS INTEGRITY

FLAGG Consulting Engineers support the FIDIC Guidelines for Business Integrity Management in the Consulting Engineering Industry to operate in compliance with the CESA requirements

ORGANISATION STRUCTURE

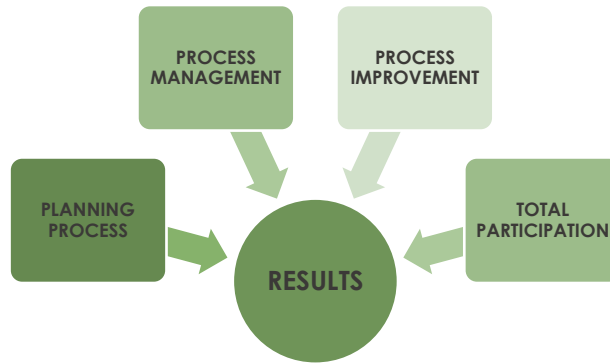
FLAGG's management system is that of total quality management (TQM) where the core is a management approach to long-term success through customer satisfaction. In the TQM effort, all members of our organisation participate in improving processes, products, services, and the culture in which they work. The management system is depicted below.

The organisational structure is a 'process centred' management structure. At the core of this framework is the customer-supplier interface, both internally and externally, where the processes at each interface must be managed. This is an integrated business system which connects business improvement elements of the structure to continually improve and exceed the expectations of customers and all other stakeholders.

FLAGG's customer-focused approach uses strategy, data, effective communications and involvement of all levels of employees to integrate the quality discipline into the culture and activities of the organisation:

- Customer-focused. The customer ultimately determines the level of quality.
- Total employee involvement. All employees participate in working toward common goals.
- Process-centred. A fundamental part of TQM is a focus on process thinking
- Integrated system.
- Continual improvement. A major thrust of TQM is continual process improvement.
- Fact-based decision making.
- Communications. Communications involve strategies, method, and timeliness.

TQM MODEL



Our organization system seeks to replace the question, 'Have we done the job correctly?' by asking, 'Are we capable of doing the job correctly?' and 'Do we continue to do the job correctly?' The structure puts the customer first and builds the business around the customer. Relationships between FLAGG and their clients begin with identifying the need of the client – achieved through empathic dialogue to ensure the customer's needs are identified properly. This results in customer-centred communication and problem solving.

FLAGG'S PRESENT STAFF PROFILE

DESCRIPTION	GENDER		HDI	TOTAL
	M	F		
Directors	4	-	2	4
Middle Management	2	-	1	2
Engineers Site Representatives	7	2	9	9
Design Staff	1	1	0	2
Administrative Personnel	-	5	3	5
General Workers	-	2	2	2
Engineers – Student Interns	2	2	4	4
TOTAL	16	12	21	28

HDI Company Participation 75% | Female Company Participation 42.8%

DIRECTORS

GRAEME AMBROSE is Director and the Senior Professional, Business Process Management.

He holds a **Master's Degree** in Engineering Management, a B Comm (Hons) and is a registered **Professional Engineer (ECSA)** and a member of **SAICE**. Graeme has **40 years of post-graduate experience** in the civil engineering field. His expertise is in Project Administration, Municipal Infrastructure and Engineering Management and he is responsible for Business Processes and Support Management.

GODFREY MOTSOENENG is Director, Operations Management.

He is the Manager for the Frankfort Office. He holds a **B Tech Degree** in Civil Engineering and has **NQF level 7**. He is a registered **Professional Engineering Technologist (ECSA)** and is a member of **SAICE**. Godfrey has **15 years of post-graduate engineering experience** in the civil engineering field. His field of expertise is Project Administration and Municipal Infrastructure and he is responsible for the Construction Monitoring department.

FRANCE MOKOENA is Director, Strategic Planning Process & Marketing

He holds a **National Diploma** in Civil Engineering and is a member of **SAICE**. France has **15 years of engineering experience**. His expertise is in Project Administration, Municipal Infrastructure and Marketing and he is responsible for the Strategic Management.

LLOYD AMBROSE is Director, Design Management.

He is the Manager for the Bloemfontein Office. He holds a **B Tech Degree** in Civil Engineering and has **NQF level 7**. He is a registered **Professional Engineering Technologist (ECSA)**, a registered **Professional Construction Manager (SACPCMP)** and is a member of **SAICE**. Lloyd has **11 years of post-graduate design experience** in the civil engineering field. His field of expertise is Design and Municipal Infrastructure and he is responsible for the IT Department, Design Department and Drawing Office.

CORE COMPETENCIES

FLAGG's core business is the provision of consulting engineering services in the civil engineering, structural engineering and building environment. FLAGG is a 'customer – focused' organisation whose staff have the technical know-how that ensures we understand and provide what our clients want will be achieved. The knowledge and experience levels of the people of the company are continually being expanded through 'on the job' project experience as well as through more formal means such as short courses, seminars and post graduate courses.

FLAGG is equipped to provide the following Consulting Engineering Services for their clients:

- Consultation and project conceptualisation (feasibility studies)
- Inception
- Geotechnical, geo-hydrological investigations and Environmental Impact Studies
- Statutory approvals.
- Concept and Viability (preliminary design)
- Business plans and funding applications.
- Design Development (detail design)
- Documentation and Procurement.
- Contract Administration and Inspection (construction monitoring)
- Quality Assurance System
- Project Administration and Close Out.
- Operation and maintenance management.

PROJECTS

FLAGG Consulting Engineers (Pty) Ltd key professional, technical and support staff have been providing consulting civil and structural engineering and project administration services for local authorities and private clients in the Free State since 1998.

The Organ of State clients are as follows (last 5 years):

- Mafube Local Municipality
- Phumelela Local Municipality
- Moqhaka Local Municipality
- Metsimaholo Local Municipality
- Mangaung Metropolitan Municipality
- Letsemeng Local Municipality
- Dipaleseng Local Municipality
- Setsoto Local Municipality
- Mantsopa Local Municipality

The Private (including semi state) clients are as follows (last 2 years):

- Bloemwater
- Sedibeng Water
- Babereki Consulting Engineers

FLAGG is experienced and equipped to provide comprehensive civil and structural engineering, municipal infrastructure and project administration services through their contribution in infrastructure and development projects for their clients.

FLAGG has successfully undertaken & completed, and are currently implementing, a number of notable projects (listed below) for local authorities and private clients in the Free State since 1998.

ORGAN OF STATE / EXPERIENCE

BULK WATER & SEWER PROJECT

F0088 Bulk Water Supply Main to Mangaung (Botshabelo & Thaba Nchu)	R 18 753 222,00	Mangaung MM
F0187 Setsoto; Raw Water delivery pipeline & pump station.	R 22 470 000,00	Setsoto LM
F0191 Mantsopa; Bulk Water & Pump Station	R 15 700 000,00	Mantsopa LM
F0192 Setsoto; Raw Water delivery pipeline & pump station.	R 63 204 590,00	Setsoto LM
F0198 Mantsopa; Equiping of Boreholes & new Booster Pump Station	R 7 550 000,00	Mantsopa LM
F0163 Outfall Sewer, Rising main and Pump Station in Zamani	R 3 545 910,10	Phumelela LM
F0062 Outfall Sewer, Sewer Reticulation Network & Outfall Sewer, Qalabotjha	R 14 820 000,00	Fezile Dabi DM



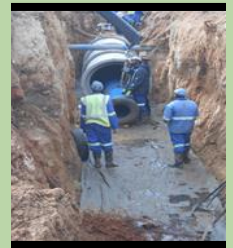
WATER - & WASTE WATER TREATMENT, RESERVOIRS

F0045 New Clean Water Purification Works for Villiers/Qalabotjha	R 18 400 000,00	Mafube LM
F0060 Mafube; New Waste Water Treatment Works for Namahadi	R 182 750 000,00	Rand Water
F0061 New Waste Water Treatment Works for Villiers / Qalabotjha	R 51 350 000,00	Mafube LM
F0195 Upgrading of the Jacobsdal Water Treatment Works	R 58 736 069,41	Sedibeng Water
F0184 Phumelela; Concrete Clean Water Reservoir; Thembalihle X4	R 19 956 000,00	Phumelela LM



WATER AND SEWER RETICULATION – MAIN PROJECTS

F0042 Mafube Master Plan - sewer, water, roads & stormwater	R 1 000 000,00	Mafube LM
F0166 Lesedi Solar Reverse - civil engineering services	R 4 545 500,00	Matricene
F0173 Water Reticulation & Concrete Clean Water Reservoir; Dithake	R 15 000 000,00	Sedibeng Water
F0079 Outfall Sewer, Water & Sewer Reticulation, Pump Station: Tweeling	R 9 177 500,00	Babereki Consulting Eng
F0080 Water & Sewer Reticulation, Toilet Structures: Qalabotjha	R 31 234 970,00	Babereki Consulting Eng
F0081 Water & Sewer Reticulation, Toilet Structures: Comelia	R 15 500 000,00	Babereki Consulting Eng
F0083 Outfall Sewer, Water & Sewer Reticulation, Toilet Structures: Frankfort	R 58 212 620,00	Babereki Consulting Eng



STRUCTURAL ENGINEERING – MAIN PROJECTS

F0205 Mafube - Construction of Nswanatsatsi Sports Complex	R 5 350 000,00	Mafube LM
F0169 Construction of Kgatholuha & Mafahlaneng Sports Complex	R 3 299 996,00	Mafube LM
F0045 New Clean Water Purification Works for Villiers/Qalabotjha	R 18 400 000,00	Mafube LM
F0060 Mafube; New Waste Water Treatment Works for Namahadi	R 182 750 000,00	Rand Water
F0061 New Waste Water Treatment Works for Villiers / Qalabotjha	R 51 350 000,00	Mafube LM
F0184 Phumelela; Concrete Clean Water Reservoir; Thembalihle X4	R 19 956 000,00	Phumelela LM



ROADS AND STORMWATER– MAIN PROJECTS

F0182 Mangaung; South Park Cemetery - Road	R 15 000 000,00	Mangaung MM
F0185 Ph1 & Ph2 Phumelela; Zamani Roads	R 10 845 999,50	Phumelela LM
F0188 Fezile Dabi DM, Koppies stormwater masterplan	R 540 747,60	Fezile Dabi DM
F0171 Construction of Roads & Stormwater in Ezenzeleni, Warden	R 13 340 000,00	Phumelela LM
F0070 Moqhaka Kroonstad Roads & Stormwater: Lebina Street	R 5 820 000,00	Moqhaka LM
F0167 Construction of Roads & Stormwater in Thembalihle & Vrede	R 16 410 004,20	Phumelela LM
F0091 Construction of Paved Roads & Stormwater in Thembalihle	R 14 350 000,00	Phumelela LM
F0069 Moqhaka Kroonstad Stilfontein Cemetery road	R 10 604 873,00	Moqhaka LM



LOCATIONS

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2 Theal Crescent; Dan Pienaar

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Bloemfontein; 9330

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