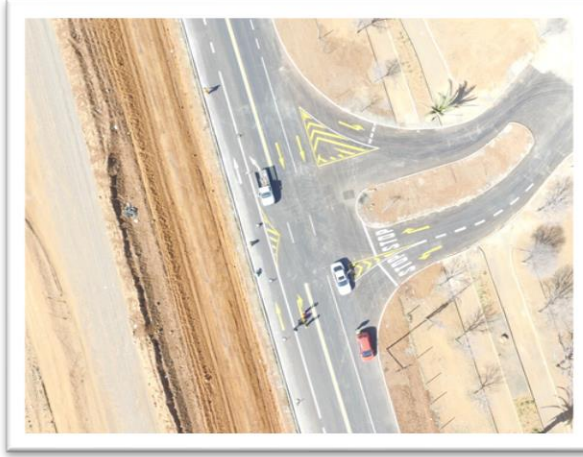


# FLAGG CONSULTING ENGINEERS (PTY) LTD

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	<b>LEVEL 1</b>
COMPANY OWNERSHIP	<b>55% HDI Ownership</b>
COMPANY PARTICIPATION	<b>67% HDI Participation</b>
COMPANY EXPERIENCE	<b>12 Years</b>
QUALITY MANAGEMENT SYSTEM	<b>ISO 9001:2015</b>

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

## 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
<b>Shareholders &amp; Directors</b>						
F O Mokoena Civil Dip (S4)	770127 5672 083	RSA	2012/09/01	25%	M	Y
G A L Ambrose Pr Eng; M Eng	560213 5014 080	RSA	2012/09/01	20%	M	N
L B F Ambrose Pr Tech Eng; Pr CPM	830805 5227 085	RSA	2012/09/01	25%	M	N
L G Motsoeneng Pr Tech Eng	790731 5416 080	RSA	2012/09/01	25%	M	Y
<b>Shareholder &amp; Associate</b>						
LM Chamane B Sc (Eng)	870911 5005 082	RSA	2021/08/01	5%	M	Y

HDI Ownership 55.0% | Female Ownership Nil%

## QUALITY MANAGEMENT SYSTEM

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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

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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

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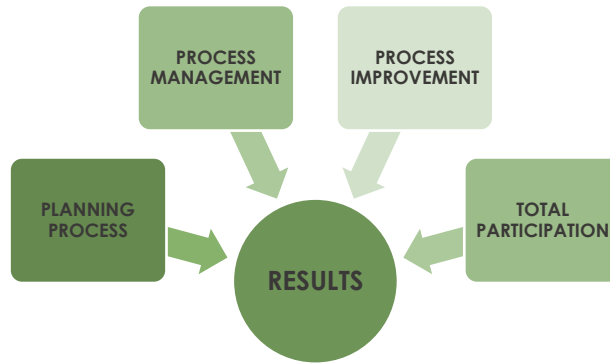
FLAGG's management system is that of total quality management (TQM) where the core is a management approach to long-term success through customer satisfaction. In the TQM effort, all members of our organisation participate in improving processes, products, services, and the culture in which they work. 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
Associates & Middle Management	2	-	1	2
Engineers Site Representatives	4	3	7	7
Design Draftsmen	1	2	1	3
Administrative Personnel	-	6	3	6
General Workers	-	2	2	2
Engineers – ARE - RRAMS	0	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>13</b>	<b>16</b>	<b>24</b>

HDI Company Participation 67.0% | Female Company Participation 54.0%

## DIRECTORS

**France Mokoena** is Director, Strategic Planning Process. France studied towards National Diploma (S4) in Civil Engineering and is a member of SAICE. His expertise is in Project Administration, Municipal Infrastructure and Marketing and he is responsible for the Strategic Management.

**Graeme Ambrose** is Director and the Senior Professional, Business Process Management. Graeme holds a Master's Degree in Engineering Management, a B Comm (Hons) and is a registered Professional Engineer and a member of the South African Institute of Civil Engineers. Graeme has **45 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 the Business Process and Support Management.

**Lloyd Ambrose** is Director, Design Management. Lloyd is the Manager for FLAGG's 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 **14 years** of post-graduate 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.

**Godfrey Motsoeneng** is Director, Operations Management. Godfrey is the Manager for FLAGG's Frankfort Office. He holds a B Tech Degree in Civil Engineering and has NQF level 7. He is a registered Professional Engineering Technologist and is a member of SAICE. Godfrey has **13 years** of post-graduate 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.

**Lunga Chamane** is Associate, Construction Monitoring. Lunga holds a B Sc degree (2009) I Civil Engineering and has NQF 7. He is a registered candidate Engineer with ECSA and is a member of SAICE. His field of expertise is Project Administration and Municipal Infrastructure and he is responsible for the Construction Monitoring department and Marketing.

## CORE COMPETENCIES

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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

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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
- Setsoto Local Municipality
- Letsemeng Local Municipality
- Ngwathe Local Municipality
- Maluti-a-Phofung Local Municipality
- Mantsopa Local Municipality
- Fezile Dabi District Municipality

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

- Bloemwater
- Sedibeng Water
- Babereki Consulting Engineers
- Rand Water

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.

## WASTE WATER TREATMENT WORKS

- F0060 New Waste Water Treatment Works for Namahadi (7.7 MI/d)
- F0061 New Waste Water Treatment Works for Villiers (4.5 MI/d)
- F0090 Upgrade Waste Water Treatment Works for Warden (3.5 MI/d)
- F0222 Upgrade Waste Water Treatment Works for Heilbron (6.0 MI/d)
- F0223 Upgrade Waste Water Treatment Works for Koppies (3.0 MI/d)
- F0252 Upgrade Waste Water Treatment Works Modimolle (10 MI/d)



## WATER TREATMENT WORKS

- F0045 New Water Treatment Works for Villiers (5.3MI/d)
- F0174 Upgrading Water Treatment Works for Steynsrus (5.4MI/d)
- F0195 New Water Treatment Works for Jacobsdal (4.2MI/d)
- F0242 Upgrading Water Treatment Works for Clocolan (10.8MI/d)
- F0253 Upgrading Water Treatment Works for Tweeling (4.6MI/d)



## RESERVOIRS

- F0068 Mafube, Qalabotjha reservoir and bulk pipeline (6.5MI)
- F0072 Mafube, Namahadi reservoir (12.0MI)
- F0184 Phumelela, Vrede reservoir and bulk pipeline (4.5MI)
- F0210 Mafube, Cornelia Reservoir (4.0MI)
- F0211 Mafube, Tweeling Reservoir (4.0MI)
- F0239 Mantsopa, Ladybrand Reservoir (6.0MI)
- F0251 Mantsopa, Ladybrand 3.0MI Reservoir (3.0MI)



## WATER PUMP STATION

- F0184 Thembalihle X4 & Booster Pump Station (48l/s)
- F0187 Setsoto; Raw Water rising main & pump stations (170l/s)
- F0191 Mantsopa; Raw Water rising main & Pump Station (105l/s)
- F0192 Setsoto; Raw Water rising main & pump station (416l/s).
- F0198 Mantsopa; Equiping Boreholes & new Pump Station (5.5l/s)
- F0202 Setsoto, Upgrading Raw Water Extraction Works (416l/s)
- F0227 Phillipolis, Upgrading Raw Water Extraction Works (30l/s)
- F0241 Parvs. Clean water rising main & Pump Station (67l/s)



## SEWER PUMP STATION

- F0060-01 Mafube; 3 x Sewage Pump Stations (167l/s, 59.4l/s & 31.1l/s) & Rising Mains
- F0061 Mafube, Sewage Rising Main & Pump Station (11.2l/s)
- F0079 Mafube, Sewage Rising Main & Pump Station (6.2l/s)
- F0163 Phumelela, Sewage Rising Main & Pump Station (40.9l/s)
- F0189 MaP, Rising Main & Pump Station (27.5l/s)
- F0214 Phumelela, Sewage Rising Main & Pump Station (26.7l/s)
- F0222 Ngwathe, Sewage RM & Pump Station (166.7/s & 83.3l/s)





## BOREHOLES

- F0198 Mantsopa; Equiping of Boreholes & new Pump Station
- F0203 Maluti-a-Phofung: Drilling & Equiping of Boreholes
- F0224 Umzinyathi, Drilling & Equiping of Boreholes
- F0233 Maluti-a-Phofung: Drilling & Equiping of Boreholes (PH2A)
- F0234 Maluti-a-Phofung: Drilling & Equiping of Boreholes (PH2B)
- F0235 Maluti-a-Phofung: Drilling & Equiping of Boreholes (PH3A)
- F0236 Maluti-a-Phofung: Drilling & Equiping of Boreholes (PH3B)
- F0237 Maluti-a-Phofung: Drilling & Equiping of Boreholes (PH3C)



## WATER AND SEWER RETICULATION – MAIN PROJECTS

- F0042 Mafube Master Plan - sewer, water, roads & stormwater
- F0166 Lesedi Solar Reverse - civil engineering services
- F0173 Letsemeng, Water Reticulation Ditlhake
- F0079 Water & Sewer Reticulation, Toilet Structures: Tweeling
- F0080 Water & Sewer Reticulation, Toilet Structures: Qalabotjha
- F0081 Water & Sewer Reticulation, Toilet Structures: Cornelia
- F0083 Water & Sewer Reticulation, Toilet Structures: Frankfort



## STRUCTURAL ENGINEERING – MAIN PROJECTS

- F0205 Mafube, Cornelia Sports Complex
- F0169 Mafube, Namahadi Sports Complex
- F0060 Mafube; New Waste Water Treatment Works for Namahadi
- F0061 New Waste Water Treatment Works for Villiers / Qalabotjha
- F0045 New Clean Water Purification Works for Villiers/Qalabotjha
- F0184 Thembalihle X4; 4MI Reservoir
- F0072 Mafube, Namahadi 12MI reservoir
- F0210 Mafube, Villiers 6.5MI Reservoir



## ROADS AND STORMWATER– MAIN PROJECTS

- F0182 Mangaung; South Park Cemetry - Road & Stormwater
- F0185 Phumelela; Zemani Roads & Stormwater
- F0188a Fezile Dabi DM, STANDERTON stormwater masterplan
- F0171 Construction of Roads & Stormwater in Ezenzeleni, Warden
- F0070 Paved Road and provision of Stormwater: Lebina Street
- F0167 Construction of Roads & Stormwater in Thembalihle & Vrede
- F0091 Construction of Paved Roads & Stormwater in Thembalihle
- F0069 Moqhaka Kroonstad Cemeterv - Road & Stormwater



## PROJECT ADMINISTRATION

- Implementation of the Infrastructure projects in the Free State for Organ of State clients.

## LOCATIONS

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### HEAD OFFICE – FRANKFORT, FREE STATE

6 Mark Street

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Frankfort, 9830

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Fax: 058 813 4254

E-mail: [frankfort@flaggconsulting.co.za](mailto:frankfort@flaggconsulting.co.za)

### DESIGN OFFICE – BLOEMFONTEIN, FREE STATE

2 Theal Crescent

Dan Pienaar, BLOEMFONTEIN

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Bloemfontein 9330

Tel: 051 436 1038

Fax: 086 664 4859

E-mail: [bloemfontein@flaggconsulting.co.za](mailto:bloemfontein@flaggconsulting.co.za)

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7530

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