your partner in real and value engineering solutions
<table>
<thead>
<tr>
<th>General Information</th>
<th>Regional Offices</th>
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<tbody>
<tr>
<td>Registered Name</td>
<td>UMSO CONSTRUCTION PTY (LTD)</td>
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introduction

Umso Construction is a Black Empowerment Company founded in 1996 in conjunction with a large corporate construction company and a number of Historically Disadvantaged Individuals. In 2004 the company was transformed to a prominent Historically Disadvantaged Company (HDC) by the current stakeholders.

The company has established its footprints in the Eastern Cape Province as well as South Africa as a whole, negotiated the expansion of its existing client-base and met the needs of major growth and development of the region.

Umso Construction has taken significant steps to alleviate skills shortages through constant training while its caliber incorporates a delivery system of the highest order.

As part of the general civil engineering services provided by Umso Construction, it has developed a specific expertise in the construction of roads, water and sewer reticulation, concrete structures, bridges and box culverts.

Management philosophy is to develop lasting customer relationships and repeat business. This is achieved by ensuring that we consistently meet agreed requirements with regard to specification, safety, time and cost. We have succeeded in developing competent construction teams and support staff, all focused on meeting customer requirements.

Our clients include the following:
- Municipalities (Metro, District and Local)
- Department of Roads and Public Works
- Organs of State Entities (Transnet, Sanral, Infrastructure Agencies such as IDZs, etc)
- Private Sector.

We seek to continually expand our operations and client base and offer our services to the industry for both major and minor projects.

ACCREDITATION
BBBEE CONTRIBUTOR LEVEL 1, CIDB GRADING LEVEL 9CE & 6GB PE

MEET THE BOARD
* Independant
mission

Umso Construction undertakes to conduct its business and execute projects (small or large) with distinct attention and excellence to prescribed specification and uncompromised quality.

Our aim is to service all our clients with unhindered focus and ensure that this is achieved with minimal environmental impact. The occupational health and safety of all participants is our foremost concern and, with this in mind, systems and procedures are continuously enhanced.

It is our commitment to all South Africans that the mechanisms designed to redress the injustices of our past, are at all times visible and functional in our conduct which enforces our commitment to Employment Equity and Broad Based Black Economic Empowerment.

vision

A company whose purpose and sole existence is embedded in its people advancement and delivery of projects to a greater mass of the region.

employment statistics and policies

• The Board of Directors consists of six members of which are five PDI and one non-PDI member.

• The Management and Key Staff consists of some 200 employees and are primarily from the previously disadvantaged background.

• Umso Construction employs a further 500 permanent staff and approximately 1200 project-based individuals, predominantly from disadvantaged communities.

• Umso Construction supports regular monitoring which includes quarterly board meeting reports and participation of all stakeholders, i.e. Labour organisations, workers and management.

• Preparedness of the organisation to receive and nurture all newcomers into the Umso family.

• Participation in community development projects where local sub-contractors are given preference and are invited and assisted to price all sub-contracts and promote enterprise development.

• Transfer skills – Umso Construction is committed to the transfer of skills through on-the-job-training, mentorship and constructive feedback.

• Developing and training employees at all levels so they can reach their full potential, with a particular focus on those who were previously disadvantaged.

• Implementing affirmative action that will result in the internal hierarchy reflecting the diversity of our society.

• Recognising that every employee has a valid role, regardless of their position and skills, and always respecting each other's abilities, responsibilities and time.

WE HELP OUR PEOPLE REALISE THEIR FULL POTENTIAL
The management team further comprises of competent senior management that oversees core functions of the business at operations and divisional level. These included day to day operational activities ranging from project delivery schedules to client liaison.

The management is supported by teams of managers, engineers, foremen and construction supervisors whose contribution is a back-bone to the company’s ability to deliver services.

It cannot be ignored that the operational activities are supported by equally competent finance management, human resources management, service-maintenance and administration staff that further ensures that business cycle is completed efficiently each time.

The philosophy underpinning the company’s sustained growth over the past decade reveals that initial investment in human capital has spawned results beyond expectation thus a current significant compliment of managers and technical personnel who were groomed and natured in-house to execute their duties diligently at all times.

The investment in training remains paramount and continues, the rational behind this is that the company needs to develop its own skills base and avoid complete dependence on the general industry skills pool. It is anticipated that internal skills & development and personnel retention structures in place will ensure a more than adequate skills availability within the company to sustain continued growth year by year.
quality policies

Umso Construction will provide products and services which comply with agreed and legal requirements.

Umso Construction’s Management is committed to ensure that the principles of right first time and zero deviation are adopted in all levels of the company.

QUALITY ASSUARANCE
Umso Construction values its standards of high quality which are attained through ongoing research and development, a commitment to customer satisfaction, staff improvement and modern facilities and equipment. Umso Construction formalised it’s Quality System to provide it’s customers with the assurance that they will receive products and services which meet their ongoing needs.

QUALITY COMMITMENT
Umso Construction is committed to work according to the quality requirements of the prescribed specifications of each contract and within the frameworks of accepted industry standards (ISO). This undertaking is achieved by ensuring that project supervision personnel are trained, properly briefed and geared to respond to quality control procedures and by management being committed to and supportive of the quality assurance process.

safety health and environmental (SHE) policy

UMSO CONSTRUCTION is committed to ensuring the highest Safety, Health and Environmental Standards are achieved and is willing to pay in time and money where permissible, to ensure compliance with all relevant Safety, Health and Environmental Legislation.

• Safety, Health and Environment (SHE) – acknowledged as of paramount importance – is one of our many corporate responsibilities. It is part of the total function of our drive towards greater productivity and profitability.

• Management is appointed in terms of the applicable act Ref. OHS ACT [85 of 1993] and assumes responsibility for ensuring that the requirements of the act and regulations are complied with.

• All levels of management take an active role in the Safety, Health and Environmental Programme. Where improvements can be made, it is the duty of the manager to implement such, with the assistance of the Safety, Health and Environmental Department.

• Health and Safety is a condition of employment. Each employee must assume responsibility for working safely.

• At Umso Construction Safety, Health and Environment is as important as production, quality and cost control.

• Training is an essential part of safe workplaces and ongoing business. Safety, Health and Environmental Awareness does not come naturally – management must teach, motivate and sustain employee Safety, Health and Environmental Knowledge to eliminate injuries.
KEY DRIVERS OF OUR SHE PHILOSOPHY WILL INCLUDE:

• All departments and divisions will comply with the Umso Construction SHEQ management system as a minimum, unless local regulatory requirements exceed these standards.

• Continuously identifying and assessing occupational and environmental hazards with a view to implementing measures to mitigate or control these elements.

• Establishing ongoing communication and training programmes to increase individual awareness levels of safety, health and environmental issues, responsibilities and accountabilities.

• Promoting responsible actions to exercise care in conserving the natural environment. Where unavoidable disturbances are made; rehabilitation is undertaken to ecological standards specified by landowners and legislation as a minimum.

• Performing internal and external audits on departments and divisions to ensure stated performance levels are achieved and maintained.

• Ensuring that sub contractors and service providers to Umso Construction, conform to laid down requirements set by the company and in line with the principles of the SHEQ management system

• Providing adequate financial and physical resources to achieve SHEQ management objectives in an effective and productive manner.

• Reviewing this policy at regular intervals in line with our philosophy of continuous improvement
The company boasts over 160 units of varying construction equipment that has been acquired over the years as we continue to undertake even larger projects, the magnitude and size of the projects has impetus on plant and machinery investment, resulting in the accelerated acquisition of the latest state of the art construction equipment available on the market today.

Our truck fleet consists of trucks [water-carts, cranes, roll-backs, flat-decks, concrete mixers and low-beds]. The yellow equipment fleet is made up of graders, tracked and wheeled excavators, rollers [smooth, pad-foot, grid and variable-controlled], articulated dump trucks, 4x4 and 4x2 tow tractors, TLB’s, and other smaller equipment. The composition the fleet is determined by projects demands and market trends. Running parallel to the plant fleet expansion programme is the replacement programme that informs equipment replacement using certain predetermined criteria and guidelines. Consequently, a big percentage of our fleet is new.

The sheer size of our fleet necessitated carrying out maintenance and repairs, including scheduled services, in-house. This meant the on going training of our technicians by all the Original Equipment Manufacturers (OEM’s) with whom we associate, to keep abreast with the latest technological advancements. Additional to equipping our people with the pre-requisite expertise, our workshops also have to be comprehensively equipped with all the required tools and equipment. The standard set by our workshop operations have made it possible for Umso Construction to be one of only a handful of companies to be accredited a fully fledged service centre by Mercedes Benz, outside the mainstream dealer network. The benefits of this accreditation are many, the most notable being the reduced down time on site due to a breakdown or a scheduled service.

The ever increasing size of our fleet is congruent with the similarly increasing requirement for more competent technicians and support staff. This led to the implementation of an internal training programme and the registration of our workshop with the Manufacturing, Engineering and Related Services SETA (MERSETA) as an approved training facility. Out of this programme, a pool of qualified technicians is produced annually, and from this pool we are able to meet our human resources requirements but, more importantly, we are able to provide deserving underprivileged individuals with a valuable skill.
Umso Construction understands the reality and conditions that the majority of the communities that we work with as stakeholders and beneficiaries live in. The company has undertaken to make a difference and committed to pursue a wide range of Corporate Social Investment initiatives in which dire needs and concerns of our communities are discussed and addressed i.e. schools educational programmes, orphanage and old-age homes, community sports, child-headed homes support programmes, family nutrition programmes and community awareness programmes.

Our participation is often triggered and driven by similarities of our experiences as members of these communities that are so diverse in fortunes. This participation has been entrenched in our organizational culture and continues to be our way of life. We are truly humbled by the reception we continue to receive from these partners who have unreservedly invited us into their lives and our commitment is undeterred.
The company has expanded its operations into some of the projects that carry a national interest and that includes the world class Gautrain Project, Gauteng Freeway Improvement Project and the New Multi-Purpose Pipeline from Durban to Johannesburg and Coega Development Corporation Industrial Zone Development that houses the new Port of Ngqurha in Port Elizabeth.

A significant proportion of the company market share remains in development projects that are geared towards up-liftment of the poor and these include water supply projects in which over 3000km of pipe-work has been installed throughout the country, sanitation projects and rural roads network improvement that also include imported steel bridges.

It is intended that our participation in construction activities within Southern Africa will grow into a significant and notable size as we continue to expand into other markets previously out of reach.
The following pages are a visual portfolio of some of Umso Construction’s projects – completed and in progress. For additional project information and details, please visit www.umso.co.za
Large Earthworks

Concrete-Lined Basins (Dams)

Bridge Construction

Earth Dams

Earth Dams

Concrete-Lined Basins (Dams)
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