



TM

AVENIRHOLDINGS
innovation reinvented

CORPORATE PROFILE

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ABOUT AVENIRHOLDINGS

AvenirHoldings was created to provide innovative and leading solutions in the delivery of infrastructure and 'built' projects.

Our mission was inspired by Africa's immense potential as the next investment destination of choice and global economic leader, and by the understanding that the Continent can only live its potential if it prioritises development of key infrastructure.

Given our passion for the Continent and our well-developed capabilities in the built environment, getting involved would be a matter of purpose and calling. We do engineering, project management, construction and property, for big and small, public and private, local and international clients.

Launching our pursuit in 2014, we have had the privilege of delivering and participating in many projects of innovative and continental significance, in some instances serving alongside some of the leading brands in engineering and construction.

These unique opportunities have allowed our business to grow immensely in reputation, scope of offering, footprint and resource capacity, all of which enable us to do more as a service provider, industry influencer and corporate citizen.

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One of our key milestones in this trajectory of purposeful growth is establishment of the training service offering, our response to the realisation that developing infrastructure while leaving people behind would not be a sustainable approach in the holistic development of the Continent.

OUR APPROACH

Our business differentiates itself on the basis of its approach, "Fit For Context", a philosophy that runs through the fabric of our business dictating outcomes we pursue and how we pursue them.

It is predicated on the understanding that our dynamic world has become more dynamic. The pace of change and the number of variables at play mean a good solution in

one context could be a bad solution in another. This, we believe, has significance. It determines if one succeeds or fails, and to what extent. Put differently, we believe in 'Agile'. Solution, not service.

Boxes we have ticked to make Fit For Context our real-life proposition:

1. We are multidisciplinary -

We have capabilities across the full value chain of infrastructure development. Thus we have the ability to respond flexibly to diverse and complex client needs and requirements.

2. We have the right people -

Our people are diverse and multi-skilled, and are developed on an ongoing basis to stay relevant.

3. We have the right partners -

We partner with the right people, for the right reasons, as and when we need to.

4. We are innovative and responsive -

Our solutions, in design and delivery, are context-driven. We consider the right variables, solve the right problem, the best way possible.

5. We care about the big picture -

We keep an eye on what is changing, why it is changing, for whom it is changing, and what must change as a result.



OUR FRAMEWORK OF INTENT

Our purpose is to positively impact the development of Africa as a global economic force and investment destination of choice. We will achieve this by delivering innovative and high-impact solutions in the built environment, and through development of people therein.

MISSION

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VISION

Our vision is to become the “standard for innovation and performance” in the markets we serve.

VALUES

Entrenched throughout the organisation, our values regulate how we conduct our business and engage with all stakeholders.

Wellbeing - Our first priority in the workplace is protection of the wellbeing of our people.

Resourcefulness - We promote a sense of personal ownership of ideas and outcomes among our people.

Work Ethic - We believe success is an outcome of will-power and disciplined effort.

Accountability - We recognise that our work can have an impact on society and the environment and take a proactive approach in managing our impact.

Honesty - We value integrity and transparency in our interactions and dealings with our people, clients, suppliers, partners and society at large.



OUR BUSINESSES

MULTI-DISCIPLINARY ENGINEERING CONSULTING

OVERVIEW

AvenirConsult is the engineering and project management arm of AvenirHoldings. The Firm offers engineering consulting and services, project management, contract and claims management.

Our offering is structured to reflect the understanding that physical infrastructure assets have multifaceted uses and integrated lifecycles. To this effect, we offers services addressing every aspect of infrastructure development, from concept, design and construction to assessment of best-value options for ongoing use, maintenance and operation.

Our differentiation and continued success rest on:

- Experience and technical prowess earned in various high profile projects we have undertaken in the past.
- Highly qualified and experienced engineers, project managers and claims management specialists.
- A culture of high performance and commitment to excellence and innovation.
- Our ability to leverage capability and capacity of the whole group to respond resourcefully to our clients’ complex and changing needs.

Determined to become a benchmark in engineering and project management, we continue to grow our capabilities and update our offering to incorporate the most recent advances in practice and technology.

SERVICES

CONSULTING & GENERAL ENGINEERING SERVICES

On the back of our diverse expertise, we offer advisory to clients across a range of engineering disciplines and applications including mechanical, electrical, structural, civil, architectural and quantity surveying. Our value does not stop with advisory. We go further and provide services across all these disciplines, prioritising quality, time and cost efficiency.

PROJECT MANAGEMENT

Our confidence and success in project management does not only rest on masters level knowledge possessed by our project managers. It also rests on experience gained while applying this foundational knowledge, across the full project lifecycle, in numerous projects they have undertaken, which vary widely in nature, stature and complexity.

We have demonstrated these well-developed capabilities in conducting best-practice feasibility studies, designing and implementing industrial processes, managing project resources and documentation to drive results in key variables such as scope, time, quality and cost.

ENGINEERING DESIGN

Supported by well-established drawing and software capabilities, our design team handles the most complex of design assignments for both processes and structures, with the ability to produce outputs in both 2D and 3D. As an additional advantage, their familiarity and in-depth knowledge of local and regional statutory requirements ensures prompt approval of designs.



TECHNICAL SUPPORT

We provide a rich pool of skilled project management personnel to support clients across disciplines for different phases of a project or shutdown, from engineering to planning, construction, commissioning and operations.

Our primary focus, during the construction phase, is ensuring that equipment manufacture is as per design specifications and that onsite construction is according to design blueprint drawings, all of which facilitate smooth signoff and handover at the end of the project.

TURNKEY SOLUTIONS

From design to procurement of materials and equipment, and ultimately construction of a fully functional facility, we are trusted by clients to deliver within budget, schedule and in the safest manner possible. Our credibility does not stop there. It filters all the way through installation, commissioning, start-up and handover.

Our work is never complete until we are comfortable that the users have been comprehensively trained and are comfortable to take over the facility.

EPCM (ENGINEERING, PROCUREMENT & CONSTRUCTION MANAGEMENT) SERVICES

The diverse nature of our offering and resources, complimented by cross-spectrum experience, allows us to offer a complete EPCM solution.

Our teams provide design, procurement and implementation expertise for any stage of the infrastructure project. Typical services include project planning, processing expertise, bulk materials handling, structural infrastructure, water management, power generation and distribution.

CONTRACT & CLAIMS MANAGEMENT

Construction is a dynamic environment where most variables play outside the control of employers and contractors alike. To protect and advance economic, operational, reputational and relational interests of parties, effective contract management is an absolute necessity. So is effective management of claims should these unavoidably arise.

We offer a world-class service in respect of both, prioritising prevention of disputes and promotion of win-win outcomes.

Clients are turning to us for:

Our immense knowledge of the built environment space and specialised expertise in contract and claims consulting and management

Proven and globally benchmarked methodologies for both disciplines, which are designed to take care of all stages in the project lifecycle

International experience offering permanent and contract construction claims consultancy to some of the renowned brands in the industry, in Southern Africa and globally

A network of international partners, housing a rich pool of experts in sectors as diverse as civil engineering, building, utilities, nuclear, rail, oil and gas and petrochemicals, amongst others.



STAKEHOLDER MANAGEMENT

At AvenirHoldings, we know that successful projects are underpinned by effective engagement with our clients and the communities they serve. Through collaboration with the full spectrum of diverse stakeholders and audiences, we contribute to the creation of a better future for our cities, regions, communities and environment.

We firmly believe that stakeholder management is the key to gaining engagement in projects, improving communications and gathering useful information and ideas. Any venture is more likely to succeed if it meets the needs of the people who will be affected by it.

+ SOCIAL INNOVATION

Our primary focus is on social innovation, a model of innovation squarely geared towards addressing the most pressing economic, social and environmental challenges in a way that contributes to the success of our client organisations, the environment and the communities in which they operate.

+ ADVISORY AND CONSULTING SERVICES

We are driven by an assured and unwavering pursuit of sustainable results. We provide hands-on formulation of solutions, working with our clients. We ensure transfer of skills through the process.

+ TRAINING AND CAPACITY DEVELOPMENT

Over the past years, AvenirHoldings has trained and mentored a number of multidisciplinary professionals at some of the biggest companies and government organisations in South Africa.

+ IMPACT AND RETURN ON INVESTMENT

Impact assessments assess individual programmes, investment portfolios or sector-specific focus areas. They determine the impact on and return on investment for individuals, communities, development sectors as well as investors.

+ STAKEHOLDER MANAGEMENT

- ENGAGEMENT AND COMMUNITY PARTICIPATION

Most projects will need to engage with a wide range of stakeholders, including civilians, clients, government and local authorities, partners, communities and special interest groups. Every stakeholder has its own concerns and needs, conflicts of interest, and levels of influence. AvenirHoldings through its resource pool i.e. planners and project managers need to understand who the stakeholder groups are, what their issues are, and what motivates them.

+ PUBLIC CONSULTATION

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We have a wealth of experience of stakeholder analysis and strategy based on consultation with different stakeholders, as well as organising, preparing and representing our clients at public exhibitions for a wide range of proposed development initiatives. These include multi-purpose community hall, boreholes and water infrastructure, warehouse and other ancillary community developments.

INFRASTRUCTURE MAINTENANCE

OVERVIEW

This is the infrastructure and equipment maintenance wing of AvenirHoldings. The Firm offers a range of field facility and construction management services.

We are respected and preferred for our proven ability to deliver successful projects in wide-varying environments, including the most remote and logistically challenging locations.

Our ability to deliver rests on:

- + Our extensive network of engineering, procurement, fabrication and construction facilities, which allow us to deploy resources and mobilise projects with great speed.
- + Diverse and competent people.
- + World-class construction systems that integrate seamlessly with our clients' engineering and procurement software to deliver superior planning and execution support.
- + Our exceptional safety performance, which not only protects lives, but also benefits our clients in terms of increased productivity and reduced project costs.

SERVICES

BUILDING SERVICES

Building services are among the best opportunities to drive key outcomes in building construction, i.e. cost, speed and long term operational efficiency of the asset. After all, building services are responsible for:

- About half of the cost of a building construction project
- About half of the impact on schedule efficiency
- More than half of the impact on long term operational efficiency of the building.

Our very designs take care of financial efficiency from construction to operation of the built asset, while our meticulous planning takes care of access issues and circumvents construction variations, thus preventing delays and additional costs.

Our multidisciplinary capability means clients have the flexibility to assign us to a specific service or all services in a given project, while our agile approach means we can integrate easily into any ongoing project regardless of project phase.

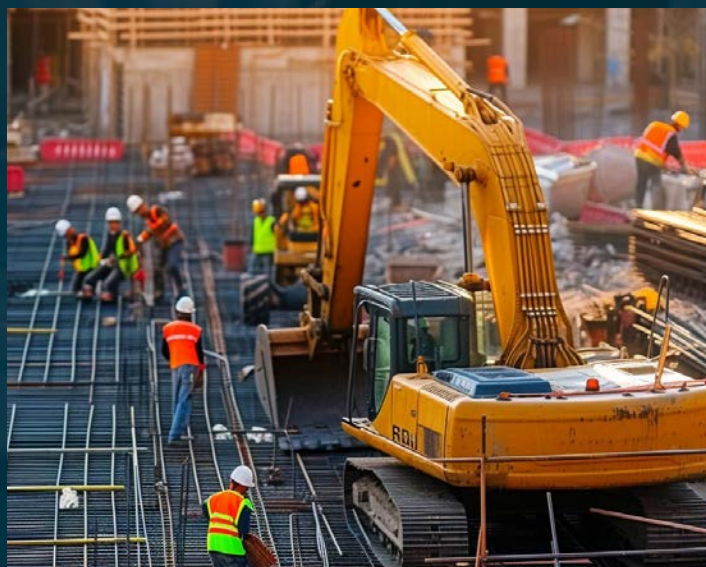
CONSTRUCTION MANAGEMENT

Increasing complexity in construction is making appointment of construction managers more of a necessity, than a good-to-have.

Where such appointments are justified, clients need agents that are competent in all aspects of project design,

construction and delivery to assume advisory, coordination and supervisory responsibilities.

- + Quality of faculty who are professionals with experience in their respective disciplines
- + Superior quality in the design and delivery of our learning and development experiences
- + The ability to offer customised solutions that can be applied immediately in the working environment with demonstrable Return On Investment (ROI).



OFFERING

Learning & Development Consulting

In the time we have been active in construction as a group, we have understood that one size does not fit all. We have further understood that doing skills development merely to tick regulatory boxes is a futile experience that defies progress in the long term.

Driven by these reasons and the aspiration to pioneer new ways in learning and development in heavy industry, we have built a consulting component into our offering.

Consulting allows greater understanding of a client's business and HR strategies, which ensures that solutions speak directly to strategic priorities and sentiments.

Consulting ensures that a more long term approach is adopted for planning, which saves money, effort, time and other resources, directly and indirectly.

Due to its custom nature, consulting ensures that needs and requirements peculiar to a given client are catered for in a responsive manner

Our consulting services include:

- + Needs analyses
- + Competency framework development
- + Skills audits
- + Curriculum design
- + Skills planning.

SKILLS DEVELOPMENT

To a large extent, management of training and development in South Africa is guided by a specific set of legislation with a specific objective.

As such, over and above best practice, there are nuances peculiar to the South African context that the management of training and development has to respond to. Our skills development management offering is a reply to this and has been structured with the said nuances in mind.

Against this context, we offer the following services:

+ Programme design and management:

- Skills programmes
- Learnerships
- Apprenticeships
- Work Integrated Learning

+ Training centre management

+ Training coordination

+ Skills development compliance

Training

Informed by R&D as well as our experiences in the field, we offer cutting-edge learning experiences, geared for real needs and real trends

OUR COURSES ARE OFFERED:

- + As off-the-shelf or needs based programmes.
- + As accredited (credit bearing) or non-accredited (non-credit bearing) programmes
- + As open (public) programmes or customised programmes, tailored for a given client or group of clients.

The Academy is accredited with both the Construction SETA (CETA) and Quality Council for Trades and Occupations (QCTO).

We offer programmes across all key disciplines of construction, i.e. Civil, Building, Plant Operations, Occupational Health & Safety and Materials Manufacturing.

PLANT OPERATIONS

SAQA 65789 - National Certificate: Construction Plant Operations, Level 2

OCCUPATIONAL HEALTH & SAFETY

SAQA 74269 - National Certificate: Occupational Health, Safety and Environment, Level 2

MATERIALS MANUFACTURING

SAQA 74269 - National Certificate: Occupational Health, Safety and Environment, Level 3

SUSTAINABILITY AND SHERQ

Strategy, risk, performance and sustainability have become inseparable in modern business. A renewed focus on good corporate citizenship and governance, increased scrutiny by providers of project capital, expansion of directors’ fiduciary responsibilities and the need to embed risk within business decisions and processes, have made implementation of an integrated Enterprise Risk Management process a priority, with SHERQ being a core element and a strategic imperative.

Our SHERQ unit boasts broad-ranging experience in establishing, integrating and managing risk-based SHE management systems in both project management and general industry environments. Attesting to our commitment to this key imperative and our achievements to date, we have received the following certifications:

ISO 14001: 2015 -
Environmental Management System

ISO 45001: 2018 - Occupational Health and Safety
Management System

ISO 9001: 2015 - Quality Management System.



Our commitment goes beyond compliance to embracing the concept of visible felt leadership, which has become a foundation for success for many world-class organisations. Among key principles we go by in this regard is management’s involvement in day-to-day activities of their teams, influencing attitudes and behaviour at all times.

With dedicated safety officers deployed in all activities and projects, our SHERQ teams ensure that SHERQ is managed in a holistic and continuous manner. It is against the foregoing that we have accomplished the SHERQ awards and standards we have become known and respected for.

OUR FOOTPRINT

- + Gauteng
- + Eastern Cape
- + KwaZulu Natal
- + Mpumalanga
- + Limpopo
- + North West
- + Free State
- + Northern Cape
- + Eastern Cape
- + Nairobi, Kenya



AFFILIATIONS

- ASAQS
- SACPCMP
- ECSA
- CESA
- CIDB
- NHBRC

ON TRANSFORMATION

We believe in the spirit and the letter of transformation statutes and initiatives in South Africa. This is evidenced in our proactive endeavours to promote previously disadvantaged individuals, which include the following:

- We are not only 100% black-owned, but are also 100% black woman-owned.
- Our Chief Executive Officer is a black woman.
- 40% of our management team is made up of women whilst 70% of our staff is youth.
- Through our social impact initiative, “Change We Want”, we provide opportunities for engineering students and new entrants into the world of work to acquire skills through internships, learnerships and other work integrated learning opportunities.
- We are certificated as B-BBEE Level 1 with a Procurement Recognition of 135%.

We believe the journey of transformation is an ongoing one. Accordingly, we continue to prioritise the previously disadvantaged in our hiring, promotions and developmental practices.

ON PEOPLE

We believe that relationships are the foundation of all good things, in business and life in general.

Our most important relationship is one we have with our people, for it takes care of all other relationships. Accordingly, the extent to which it succeeds determines the extent to which our relationships with other stakeholders succeed.

Our view is that if we mean the values we espouse, then the same values should be our formula for a successful relationship with our people. It is for this reason that alignment on these values is the most important criterion in our people acquisition and development practices.

LEADERSHIP

Tshidi Mndzebele

Chief Executive Officer Cert. Dir.

(Pr Tech Eng, , MBA, PDBA, B-Tech Ind, MSAIIE)

Tshidi holds a B-Tech degree in Industrial Engineering obtained through the University of Johannesburg, a Postgraduate Diploma in Business Administration (PDBA) and a Masters in Business Administration (MBA) obtained through the Gordon Institute of Business Science (GIBS).

She is highly experienced in business improvement, procurement and supply chain, having worked in the automotive, financial, railway, mining and petrochemical industries. She has an in-depth knowledge of Procurement Process Re-engineering and Strategic Sourcing across a number of direct and indirect categories of spend for private and public sector organisations. Throughout this tenure, Tshidi has been instrumental in efficiently and profitably growing the companies she served with in her various roles. Her extensive operational and leadership experience brings valuable perspective to C Suite and Board levels.

Tshidi has delivered significant cost savings of more than R500mil throughout her strategic sourcing experience through developing procurement strategies, embedding category management methodologies, contract negotiation, supplier management, e-auctions, process re-engineering, Total Cost of Ownership and Lifecycle Management initiatives. She has a good understanding of ERP systems underpinning procurement/sourcing and supply chain processes and is fully experienced in SAP MM/WM and Emptoris, including a good knowledge of strategic sourcing, supplier relationship management, category planning & management and stakeholder management.

Tshidi is a member of the Institute of Directors South Africa and currently serves as a Council Member for the Southern African Institute for Industrial Engineering council, Vice Chairperson of Consulting Engineers of South Africa (CESA) Gauteng, and an executive member of Master Builders Association (MBA) North

Andile Mndzebele

Chief Operations Officer

(M.Sc. Project Mngt, MPhil Eng. Mngt, B-Tech Mech. Eng, Pr Tech Eng.)

Andile Mndzebele holds a B-Tech in Mechanical Engineering. In addition he's successfully completed his post graduate Masters qualifications in both Project & Engineering Management (in the built and engineering fields) respectively. He is currently registered (Pr Tech Eng.) with the Engineering Council of South Africa (ECSA) and has full membership privileges with SAIMEchE, SAIRAC and GOLDEN KEY.

Having worked over a decade in different industries he is experienced in engineering design, project management and business management with Clients and Consulting companies in the government, SOCs, mining, minerals & metals related industries. Andile has successfully led and delivered a number

of multidisciplinary construction infrastructure projects each in excess of R1 billion CAPEX.

He has experience in planning, budgeting, engineering design development, value engineering, forecasting and general implementation of infrastructure projects in the built engineering environment. He has successfully managed feasibility study work of both Greenfields and Brownfields projects and performed technical and management roles in execution of small, large and mega projects.

As a Project Manager he's been accountable for the infrastructure design, implementation, and execution of multi-million rand CAPEX projects. During that time, he developed a solid reputation for successfully and profitably managing numerous concurrent projects through all project phases from conception through completion within targeted cost, schedule, and compliance parameters. Sustaining a high safety performance reputation, maintaining quality standards, and minimizing corporate costs and liability have been a consistent result of his professional commitment.

He has gained solid experience in the implementation of infrastructure projects from construction supervision and management, to project controls, engineering and project management. He has negotiated and managed EPC, EPCM and Lump Sum Turnkey Contracts on GCC, JBCC, FIDIC, NEC3 suite or client specific terms and conditions (Bespoke); and compiled project execution plans, codes of practice, project management procedures, baseline schedules and control budgets gaining experience on capital project development and implementation.

Andile has worked with all levels of management within client and consultants organisations, reporting to management as well as representing projects at executive and steering committee levels. His current focus is on project engineering systems and project lifecycle management ranging from concept studies through to project implementation.

OUR PREVIOUS & CURRENT CLIENTS

- Flour
- GIBB
- AECOM
- Frances Baard District Municipality
- Joe Morolong Local Municipality
- Emthanjeni Local Municipality
- Municipal Infrastructure Support Agent
- Eskom
- Transnet
- Anglo American
- Rotek
- WSP/PB Power
- Rand Water
- Lafarge
- Trans Africa Projects
- Ntsangalala Holdings (Pty) Ltd.
- Black & Veatch South Africa (Pty) Ltd. (BVSA)
- Khâi-Ma Municipality



COMPANY DETAILS AND COMPLIANCES



Company Registration Number:	2014/059543/07
VAT Registration Number:	4900268535
Tax Clearance Certificate:	9409721173
B-BBEE Level:	Level 2 Contributor
B-BBEE Certificate (SANAS Accredited):	Monochrome Verifications
Business Bank Account (FNB):	62580012393
UIF:	2262222/0
COIDA:	990000986107
Letter of Good Standing:	2013082308
Public Liability Insurance:	CAR152833
Professional Indemnity Insurance	Leppard and Associates P51 010293
ECSA (Pr. Tech. Eng):	201570366 2021301097
ECSA Commitment & Undertaking	20210032
NHBRC:	2021301097
National Treasury (CSD) Supplier Number:	MAAA 1014994
Association of South African Quantity Surveyors:	58243157
Consulting Engineers South Africa	1392
Master Builders Associations Gauteng:	7333



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Kimberley, 8345

Free State

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Bloemfontein, 9301

Western Cape

ERF 5546 Thornwood Place, Parklands
Cape Town, 7441

Limpopo

3rd Floor, Thabakgolo Building
58-60 Landdross Mare Street
Polokwane, 0700

KwaZulu Natal

4 Essenwood Drive, Panorama Gardens
Pietermaritzburg, 3201

Mpumalanga

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Lydenburg, 1120

ERF 1115, Elukwatni A, 1192



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