



CORPORATE PROFILE



www.gladafrica.com



Contents

Chairman's Message	2
Our History	3
Who We Are	4
Vision, Mission and Values	5
GCEO's Message	8
Group Structure	10
Directors	12
Chief Operating Officer's Message	14
Our Business Model	16
Managing Director : Technical Message	18
GladAfrica Consulting Engineers (Pty) Ltd	20
Consulting Engineering Projects	22
Flagship Projects	26
GladAfrica Project Managers (Pty) Ltd	42
Project Management Projects	44
Flagship Projects	48
Our Clients	74
Clients Testimonials	76
GladAfrica Championship	78
GladAfrica Foundation	80
Working for GladAfrica	84
Geographic Footprint and Contact Details	86
Company Details	89

Chairman's message

Engineering, people and sustainability

GladAfrica continues to grow from strength to strength as an organisation with a firm foundation, consistently upholding what we stand for: engineering, people and sustainability. We remain steadfast in our commitment to being the partner of choice in creating life-changing, built-environment solutions and delivering engineering excellence in everything we do.

Throughout our relatively brief history, we pride ourselves not on the number or monetary value of our assignments, but on the strategic relevance and importance of our assignments, as well as on the impact and sustainability of what we deliver.

I am proud to chair a Board of Directors of knowledgeable professionals. GladAfrica's board oversees policy formulation and strategy development for the group and ensures delivery of all assignments. We do this with confidence because we are proud of and passionate about what we do.

As a proudly South African company, GladAfrica is cognisant of the critical need to stimulate economic growth without jeopardising our environmental sustainability. In helping to meet the challenges faced in urban and rural built environments, we draw on constructive partnerships, shareholder support and the proficiency of our people.

The achievements of GladAfrica's professional core, the dedication of our management team and the operational quality of our support teams, as well as collaboration with our partners, will continue to add value to our clients, benefit our shareholders and affirm our leading role in the market.



“Today, GladAfrica has a firm foothold in the marketplace and is in a position of strength from which to lead and guide the built environment.”

Noel Mashaba
Founder and Executive Chairman
 GladAfrica Group

Our history

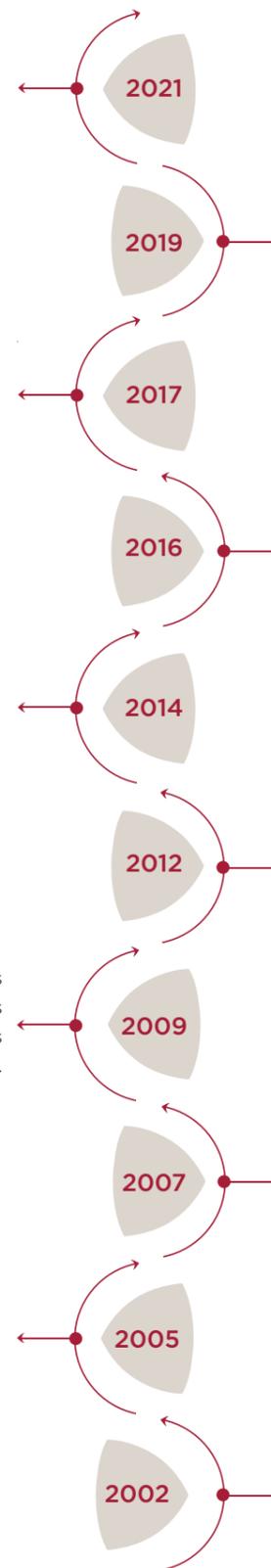
GladAfrica Holdings (Pty) Limited becomes **GladAfrica Investment Holdings (Pty) Limited**, trading as GladAfrica Group. GladAfrica Group's Board of Directors adopts a strategy for the expansion of the Group into the rest of Africa, with a particular focus on Ghana and Nigeria.

The company continues to grow steadily with over 100 active projects on its books, simultaneously servicing a range of private and public clients. As a result of its commitment to strengthening the company's operating model, GladAfrica expands its geographic footprint and increases its presence in each province of South Africa.

GladAfrica becomes a multi-disciplinary, built environment consultancy and begins the implementation of a new five-year strategy that provides better direction, focus and clarity.

GladAfrica hits new milestones in its development, beginning to secure contracts of increasing value. Since 2009, the company's order book has been no less than USD 1 billion.

The company changes its name to **GladAfrica Transport and Projects cc** and expands its offerings to include civil engineering services to clients in the construction industry.



GladAfrica Group announces a 5-year partnership with topflight football controlling body, the Premier Soccer League. The ground-breaking agreement makes GladAfrica the title sponsor for South Africa's second-tier professional football league. The league is officially named the GladAfrica Championship for the duration of the partnership.

GladAfrica Holdings acquires Ariya Project Managers to fulfil its strategic objective of establishing a specialised project and programme management subsidiary. The GladAfrica Group is established, consisting of specialised engineering entity (GladAfrica Consulting Engineers), a specialised project management entity (GladAfrica Project Managers) as well as GA Environment.

GladAfrica realigns its leadership team and appoints a Group CEO and a board of directors with various sub-committees to improve the company's corporate governance.

GladAfrica Transport and Projects cc becomes **GladAfrica Holdings (Pty) Ltd** in April 2007. Fuelled by exceptional business growth, the company repositions itself to provide clients with a range of technical professional services, including civil engineering, development planning and project management consulting.

Led by founding member Noel Mashaba, the company begins its journey in 2002 as **Mamoroke Transport and Projects cc**, a construction company that commissions civil works.

GladAfrica is an ISO 9001:2015 certified multi-disciplinary, built-environment consultancy.

Our pursuit of excellence is driven by a team of highly proficient professionals with a passion for creating and delivering viable and sustainable built environments. It is also because of our commitment to global quality benchmarks in customer satisfaction and product quality, that our operations have been independently certified and meet ISO 9001:2015 standards.

Combining our knowledge, skills and expertise with those of our partners, we engineer business solutions for our public and private sector clients at corporate and technical levels. We take pride in not only meeting but also exceeding our clients' expectations, to grow our reputation as a leader in engineering.

Due to our holistic understanding of the infrastructure development value chain, we are well placed and thoroughly equipped to provide our clients with the solutions they seek.

Our experience, gained in both the private and public sector, encompasses projects of varying complexity and magnitude. This wealth of knowledge gives us the necessary edge to deliver fitting solutions to meet our clients' needs.

Vision, mission and values

Vision

To be **the partner of choice** in creating life changing built environment solutions through service excellence

Engineering, innovation and management solutions for the built environment.

Mission

To consistently deliver excellent service to our clients, through an empowered and professional workforce, in an innovation-driven environment

Values

Integrity, accountability, commitment, diligence and respect

Value proposition

We put the client at the centre of everything we do
We focus on excellence in service delivery
We optimise turnaround times

**Performance excellence
and customer satisfaction
are embedded in our pursuit
of excellence across our
portfolio of services.**



GCEO's message

Dedicated to sustainable development

Over the nearly two decades of our existence, a key element of GladAfrica's approach to business has been to always seek to build on existing strengths. Our approach has always been that it is far more resource efficient to grow by leveraging existing strengths than to try to reinvent the wheel. Organic growth requires areas of strength and expertise to be bolstered and used as a foundation for further growth. Traditionally, these strengths have been in three mutually reinforcing areas: Recruiting and investing in capable professionals, quality in all areas of service delivery, and investing in our client relationships such that we have become trusted advisors, rather than a service provider.

I am proud that our teams of experienced and highly qualified engineers, project managers, scientists and business management professionals have gained experience at some of South Africa's leading infrastructure development companies, giving us a competitive advantage in the market.

Having established a strong foundation for growth, we consistently work to preserve the sustainability of the business. For us, sustainability means not only that the company will continue to exist and deliver infrastructure projects well into the future, but that it will continue to do so while achieving very high levels of client satisfaction. We have therefore built an internal ecosystem conducive to preserving sustainability by developing and retaining skills and capacity.

This ensures that institutional knowledge is retained, putting in place adequate risk and quality management systems and processes, creating an internal culture that rewards excellence and recognises individuals' contributions.

The South African built environment provides significant opportunities for GladAfrica to achieve its growth targets. Our current suite of service offerings have enabled us to pursue and secure opportunities in the market. We recognise that we must continuously work hard to meet the expectations of current and future clients. This entails that our project leaders and project managers stay close to our clients to fully understand what success means to them. It also means properly understanding market dynamics, as well as the evolving pressures that apply along the entire infrastructure delivery value chain.

“We have become trusted advisors, rather than mere service providers.”

We engineer history

We believe it is important that GladAfrica maintains a unique identity in the market. We however also benchmark ourselves against our peers. This is important not only to ensure that our approach to project delivery remains at the cutting edge, but that **we will continuously remain relevant and competitive.**

Lastly, we are committed to South Africa's transformation imperatives, hence we are a proudly level 1 BBBEE contributor. Our dedication to sustainable development has led to the formation of the GladAfrica Foundation Trust, through which we further advance our objective of making a positive contribution in the communities we operate in.



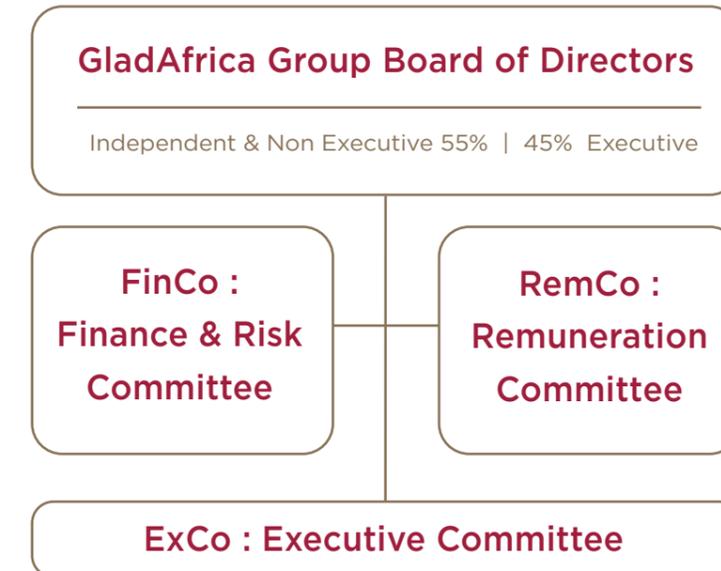
“We attribute the success of our company to the commitment, competence and contributions of our employees.”

Kulani Curtis Lebeso
Group Chief Executive Officer
GladAfrica Group

Group structure



Systematic direction for the organisation



Governance and ethical leadership

We believe that our values underpin our business success, providing a sustainable foundation for growth. Our values permeate all aspects of our activities and are reflected in a business culture that promotes quality of life, delivers sustainable social and environmental management, honours all contractual obligations, and fosters loyalty among our employees, partners, clients and shareholders. Corporate governance remains a dynamic issue that requires ongoing implementation and must be embedded in an organisation's culture. At GladAfrica, we recognise that as we grow and evolve, our corporate governance practices need to develop as well.

GladAfrica is committed to interacting constructively with its stakeholders to remain socially relevant. This is critical to sustaining the group's success. The group's stakeholder management approach involves the optimal application of the organisation's resources to build and maintain good relationships with its stakeholders. This helps the group to understand the expectations of society, minimise reputational risk and form strong partnerships, all of which underpin the sustainability of our business.

As a wholly black-owned, proudly South African company, we combine our own range of knowledge, skills and expertise with those of our partners to optimise resources and maximise our impact in the best interest of our clients and the broader context of South Africa's socio-economic environment.

Board of Directors

Systematic direction for the organisation

Noel Mashaba is the founder of GladAfrica Investment Holdings (Pty) Limited and Executive Chairman of the GladAfrica Group. He has more than 21 years' experience in business management and possesses skills in brand building, leadership and negotiation.



Noel Mashaba
Executive Chairman

He provides the mandate and strategic direction for GladAfrica Group. Through his leadership of the board Noel contributes to GladAfrica's growth and objectives, to be the partner of choice in the built environment sectors in South Africa and the African continent.



Gerhard Albertyn
(Pr Eng, AAARB)
Independent Non-Executive
Deputy Chairman

Gerhard has more than 45 years' extensive engineering and project management experience. Prior to joining the GladAfrica Board, Gerhard served as Chairman for the Port Elizabeth branches of both the South African Association of Consulting Engineers and the South African Institution for Civil Engineering.

He was responsible for major infrastructure projects such as, among others, the design of a major arterial road in Gauteng, the construction of the George Airport and multidisciplinary projects in Namibia and South Africa. He provided advisory services at local government.

Kulani is a registered Professional Engineering Technologist and a Professional Construction Project Manager with more than 21 years' experience in the construction, consulting, development and local government sectors.



Kulani Mayayise
(Pr Tech Eng,
Pr CPM) Non-Executive
Director

Kulani served as a Divisional Head in the Enterprise Project Management Office Department for Ekurhuleni Metropolitan Municipality, Programme Manager for DBSA, Senior Technologist for Aganang Consulting Engineers and Site Agent for WBHO. He is currently the Managing Member of KTN Consulting Engineers and Project Managers. He is also the Chairperson of the Tsema-Gwanda Society, which he founded in 2003.



Ntwanano Mashaba
(CA (SA)),
Non-Executive Director

Ntwanano is a qualified Chartered Accountant and a Registered Assessor for SAICA with over 13 years' experience in auditing and accounting gained in South Africa and South America.

She completed her articles at the Office of the Auditor-General South Africa in 2007 and qualified as a Chartered Accountant in 2010 when she also became a member of the South African Institute of Chartered Accountant (SAICA). Ntwanano is the co-chairperson and trustee of the GladAfrica Foundation Trust which empowers previously disadvantaged communities through education and social relief.

Kulani has more than 20 years' experience in leadership and management at both operational and strategic levels. His experience includes Facilities Management and Procurement at Drake & Scull Facilities Management, Growthpoint Properties and at Investec Property Group.



Kulani Curtis Lebeso
Group Chief Executive
Officer

He assumed the role of GladAfrica Group CEO in 2012. His duties include, among others, overall management of the business affairs of GladAfrica, growing the business and ensuring that it remains viable within its operating environment.



Khutso Hlongwane
(CA (SA)),
Group Chief Financial
Officer

Khutso is a qualified Chartered Accountant with more than 20 years' financial and commercial experience. She has extensive experience in audit and risk management, financial management, strategic investments and transformation gained at one of South Africa's major financial services and investment company, Old Mutual South Africa.

Khutso served on the Boards and Committees of Old Mutual South Africa, Imperial Logistics and the SA Post Office. She assumed the role of Group Chief Financial Officer of the GladAfrica.

Moses has more than 25 years' commercial experience which he gained in the banking, construction, logistics, mining and transport sectors. In 2004, he was appointed as Managing Director of Nomakanjani Logistics and managed the company's operations, strategic growth and development.



Moses Maponyane
(ACIS, MDP)
Independent Non-Executive
Director

He also handled logistics for Statistics South Africa in the execution of the South African Census. Moses has served as Deputy Chairperson as well as Provincial Executive Committee member of the Black Management Forum. He has been a director of several companies in the Liviero Group.



Marthie Claassens
(CA (SA)),
Registered Auditor,
Non-Executive Director

Marthie is a registered Chartered Accountant and a Registered Auditor with distinguished academic achievements. She has over 24 years of experience in the auditing industry.

Her expertise includes Auditing and Assurance; Financial Reporting; Legal and Regulatory Risk Management; Corporate Governance; Business Sustainability; Responsible Investment and other business consulting services. She has served on risk and regulatory committees of various institutions. Marthie is the Founder and CEO of Protect-A-Director (Pty) Ltd. She is currently a Lecturer at Monash University.

Sigi is a registered Professional Construction Project Manager with extensive experience in commercial affairs, procurement, business development, Integrated Public Transport Systems implementation and other multi-disciplinary engineering solutions. He has held several senior positions at one of South Africa's major construction companies, Murray & Roberts Construction.



Sigi Naidoo
(Pr CPM, ACPM, ASAQS)
Chief Operating Officer

In 2005, Sigi founded Ariya Project Managers - a built-environment management consultancy that merged with the GladAfrica Group in 2016. He has since assumed the role of Chief Operating Officer of the GladAfrica Group.



Kirsty Hinrichsen
(Admitted Attorney)
Company Secretary

Kirsty is an Admitted Attorney with extensive experience in commercial law, human resources and legal services. She started her career at Schindlers Attorneys and later joined corporate South Africa and assumed a role in legal advisory services at Premier Foods.

From 2012 to 2016, Kirsty served as Corporate Services Director and is currently serving as Company Secretary for GladAfrica Group. Amongst others, she was responsible for the Group's contractual and legal matters, B-BBEE compliance, corporate governance and statutory compliance.

Kevin is a registered Arbitrator and Fellow of the Association of Arbitrators of Southern Africa. He is a registered professional engineer with more than 30 years' combined experience in engineering and business management.



Kevin Pillay
(BSc Eng,
BCom, MBA, PrEng, Faarb),
MD: Technical Services

Kevin has served on the SAICE Council and the CESAs Legal Forum, and also served as Chair of the ECSA Professional Advisory Committee. He started his career at local government before moving into consulting engineering. In 2018, Kevin joined GladAfrica as a Managing Director and is responsible for the Group's technical delivery including, construction, health and safety, engineering, environmental and project management.

Guiding GladAfrica in achieving its vision, mission and values in delivering a core value proposition.

Message from the Chief Operating Officer

People at the heart of our business

Like all high performing companies, GladAfrica places effectiveness and efficiency at the core of all its internal operations. For the Chief Operating Officer, this focus on effectiveness and efficiency automatically leads to performance excellence featuring high on the organisation's agenda.

Performance Excellence

Innovation, intelligence, and integrity are the founding principles that have driven the growth and evolution of our business for close to two decades. Commitment to these principles, across all aspects of our business, has contributed to our remarkable growth rate. We continue to entrench our core values of engineering, environment and project management excellence through quality delivery and customer satisfaction.

We pride ourselves on being the partner of choice for clients in both the private and public sectors. Our advanced capability to interpret, adapt and respond timeously to our clients' ever evolving business strategies and practices is a key differentiator that has contributed to our success.

We continuously advance our position by adapting to marketplace requirements, meeting client expectations, remaining flexible, pursuing innovative ideas, and staying at the forefront of new technologies.

“We continue to entrench our core values of engineering, environment and project management excellence through quality delivery and customer satisfaction.”

GladAfrica's innovative approach has broadened our service offerings and sustained the group's growth in a severely restricted global economy.

Quality Assurance

Our company's phenomenal growth over the period of its existence demonstrates our commitment to delivering quality projects, timeously, at increasingly sophisticated levels. Our overall service delivery is underpinned by globally recognised and certified best practices, in line with our ISO certified quality management system.

We support our clients from conceptualisation to the final handover of a fully functioning built asset. We customise processes and methodologies to meet our clients' specific needs and requirements, ensuring that any change to the delivery path never compromises quality and consistency.

We engineer history

In our growth aspirations, we constantly seek and integrate increasingly efficient, sustainable, and globally relevant practices in the built-environment industry.

People

Our people are the heart of our business and the reason for the success of the group. Everyone is valued and through collaboration, from our technical experts to our corporate services staff, the best results are produced. GladAfrica understands the ever-increasing stress that the modern lifestyle imposes. We therefore promote a balanced lifestyle, recognising that satisfied employees work cheerfully, energetically and productively.

In our growth aspirations we constantly seek and integrate increasingly efficient, sustainable and globally relevant practices in the built-environment industry. A vigorous skills development plan and active mentoring programme support the growth envisaged by our employees. In this regard, an increasing number of our employees are registered with their applicable professional bodies.



“GladAfrica's innovative approach has broadened our service offerings and sustained the group's growth in a severely restricted global economy.”

Sigi Naidoo
Chief Operating Officer
 GladAfrica Group

Our business model

Inputs 1	<ul style="list-style-type: none"> • Qualified, certified, specialised human capital (our people) • Knowledge (skills sets and experience) • Registered professionals • Professional corporate memberships /associations • Governance 	<ul style="list-style-type: none"> • Quality management systems • Strategy • National infrastructure (offices) • Intellectual property • Relationships • Client-centric solutions • Business-intelligent tools
Business activities 2	<ul style="list-style-type: none"> • Research and development planning • Commercialisation • Design 	<ul style="list-style-type: none"> • Quality control • Relationship management • Operational improvements • Feasibility studies and reporting
Outputs 3	<ul style="list-style-type: none"> • Civil engineering • Structural engineering • Transport engineering • Water and sanitation engineering • Electrical engineering • Rail engineering • Mechanical engineering • Project management 	<ul style="list-style-type: none"> • Programme management • Development management • Construction management • Tenant coordination and installations • Fixed asset management • Facilities management • Public-private partnerships
Outcomes 4	<ul style="list-style-type: none"> • Sustained stakeholder relationships • Repeat business • Improved quality of communities' living conditions 	<ul style="list-style-type: none"> • Job creation • Sustainable developments (legacy structures)

Markets



Education



Energy



Healthcare



Finance



Infrastructure



National, provincial and local government



Water and sanitation



Property



Transport

Through new solutions, innovation and partnerships, GladAfrica is leading the journey to tomorrow's built environment.

Message from the Managing Director

Performance excellence in everything we do

Integrity, accountability, commitment, diligence, respect and sound service delivery are the founding principles that have driven the growth and evolution of GladAfrica for close to two decades. Although we remain humble in our achievements, we believe that our commitment to these principles and values has contributed to our remarkable growth and success in a challenging economic environment. We therefore continue to entrench our core values in pursuit of service excellence and customer satisfaction across all disciplines and service offerings.

Our People

Our dedicated staff are crucial to sustaining our business and our ongoing ability to serve our valued clients. Our teams comprises some of the most respected and experienced individuals in the project delivery profession in South Africa. Our experienced employees consistently drive a high work ethic, continuously guiding our equally motivated young future leaders who will become their successors.

Inherent in our growth aspirations is the drive to constantly seek and integrate increasingly efficient, sustainable and globally relevant project delivery practices and procedures within the built-environment industry for the benefit of our clients.

These ambitions cannot be realised without our remarkable people, who are the lifeblood of our business and the primary reason for the success of the Group. Everyone is valued and through collaboration and teamwork, the best results are achieved. A vigorous skills development plan, which is supplemented by our in-house GladAfrica Academy, and an active mentoring programme support the growth and continuous development of our employees. In this regard, most of our teams are registered with their applicable professional bodies and serve as mentors to our young talent pool.

Quality Assurance

Project delivery at GladAfrica is underpinned by globally recognised and certified best practices. Our ISO 9001 certified quality management system guides our core service delivery functions. It ensures that our deliverables and the related processes, procedures and technical delivery systems meet both locally and internationally recognised best practice standards.

Service Delivery Excellence

Our company's growth and sustainability over the past years, demonstrates our commitment to delivering quality projects timeously and at increasingly sophisticated levels. Our approach is to provide support to our clients from the conceptualisation of an idea to the final handover of a fully functioning built asset. We customise processes and methodologies to meet our clients' specific needs and requirements, ensuring that any change to the delivery path never compromises quality and consistency.

Performance excellence and customer satisfaction are embedded in our pursuit of excellence across our portfolio of services. GladAfrica's innovative approach to value engineering has broadened our service offerings and sustained the group's growth in a severely restricted global economy.

We engineer history

We strive to continuously advance our position by influencing and adapting to marketplace requirements, **meeting client expectations, remaining flexible, pursuing innovative ideas, and staying at the forefront of new technologies.**

Focus on Sustainability and Health and Safety

Our environmental management and health & safety teams offer multiple services in environmental management, sustainability, quality and safety management. GladAfrica's highly experienced team of professionals sets us apart from our competition. A strong sense of ethics and integrity, coupled with complementary capabilities and a well-balanced approach to creating a managed and sustainable environment, is the formula to our success. Our core team of environmental assessment practitioners is augmented by expertise in ecology, social science, occupational health and safety and environmental geospatial modelling.



“Our customers, our people and the environment are front-and-centre in everything we do, with innovation, sustainability, quality, safety and service excellence being our key drivers.”

Kevin Pillay
Managing Director: Technical
 GladAfrica Group



Civil engineering

Structural engineering

Transportation engineering

Water and sanitation engineering

Electrical engineering

Rail engineering

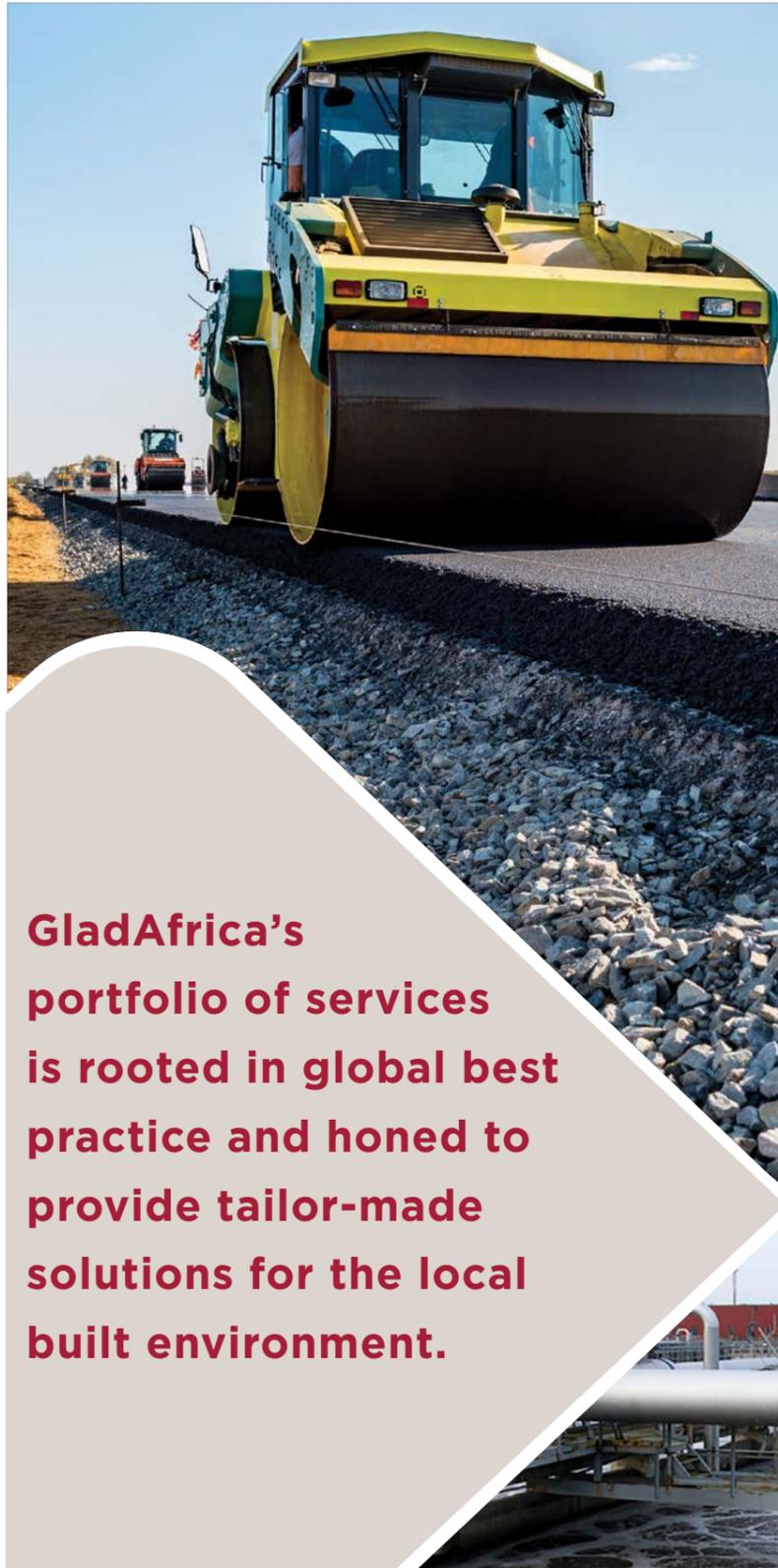
Mechanical engineering

Advisory services

Procurement management

We take pride in not only meeting, but also exceeding our clients' expectations.

Consulting Engineering Projects



GladAfrica's portfolio of services is rooted in global best practice and honed to provide tailor-made solutions for the local built environment.

Civil engineering

Life Hospitals
Framework agreement for civil engineering Sol Plaatje University
Detailed design of social housing in the ekhuruleni district.
Extension of an existing warehouse, a new concrete hardstand for use as a truck staging area and a new paved parking area in Eagle Freight (Namlog)
Design and construction of Dominican School
Refurbishment of Tembisa, Far East Rand, Pholosong, Tambo Memorial, and Bertha Gxowa Hospital
Design and construction of Venterspost School
Design and construction of Thulasizwe School
Design and construction of a retail mall, government office, police station and magistrate court including the upgrade of existing infrastructure in Tlhabane
Extension of Jabulani Dumani Pharmacy
Design and construction of Jenca Junior and Secondary School
Design and construction of Mangala Senior Secondary School
Design and construction of Sinolwazi Senior Secondary School
Design and construction of Langeni Senior Primary School
Design and construction of Lucingweni Junior Secondary School
Design and construction supervision of petroleum storage facility for Leuven Terminals
Improvements and maximising of Telkom's existing training facilities space to accommodate employees in CT & PE
Redesign geometric alignment of curve: General Dan Pienaar
Upgrading of parking facilities: Constantia Park
Upgrading of parking facilities: HealthCare Park
Construction and monitoring for the resurfacing of national road R49 section 2 from km 50 to Kopfontein border post
Special Maintenance of Route 391 Burgersdorp to R 56.
Supervision of Reseal of Route R 390 Hofmeyr to R 56.
Special Maintenance of National Route N2 from Gordonsbay to Houwhoek.
The Resurfacing of National Route R518 Section 1 from Lephalale to Marken
Installation of drainage structures and re-gravelling of road D1836 in the Waterberg District in Limpopo Province
Upgrading of Segoneco Road for the Mangaung Metropolitan Municipality

Design and upgrading of township roads and stormwater: Moretele Gardens
Upgrading of township roads and stormwater: Stinkwater
Upgrading of township roads and stormwater: Hammanskraal West
Upgrading of internal roads, northern areas: Kudube Unit 1 & 2; 3 & D
Upgrading of township roads and stormwater for Suurman Network 1B, 1D, 1E
Upgrading of township roads and stormwater for Mashemong East and West roads and stormwater network 6 and 1E - including attenuation dams
Design and upgrading of township roads and stormwater : Mandela Village
Installation of drainage structures and re-gravelling of road D1836 in the Waterberg District in Limpopo Province
Upgrading of Segoneco Road for the Mangaung Metropolitan Municipality
Upgrading of Roads and Storm water for the Eastern Region of Ekurhuleni
Design and upgrading of township roads and stormwater: Moretele Gardens
Upgrading of township roads and stormwater: Stinkwater
Upgrading of township roads and stormwater: Hammanskraal West
Upgrading of internal roads, northern areas: Kudube Unit 1 & 2; 3 & D
Upgrading of township roads and stormwater for Suurman Network 1B, 1D, 1E
Upgrading of township roads and stormwater for Mashemong East and West roads and stormwater network 6 and 1E - including attenuation dams
Refurbishment of the Temba City shopping centre
Construction of roads and storm water EMM roads and stormwater (IPW 26 & IPW 29)
Construction of roads and storm water in Kudube Unit 9
Delville and Germiston Fire Station Social Housing Development
Vosloorus Node High-Density Housing
Design of Ablution top structures, internal roads and storm water management system for Ekuthuleni Township Development in KwaThema

Life Hospitals
Design of wet-services ADOWA: Student Housing UJ-Doornfontein
Design of wet-services ADOWA: Madiba Street
Design and supervision Hill University
Mangaung Bus Depot Project

Structural engineering

Refurbishment of the Temba City shopping centre
Design and construction of ADOWA: Student Housing UJ-Doornfontein and Madiba Street
Refurbishment of Tembisa, Far East Rand, Pholosong, Tambo Memorial, and Bertha Gxowa Hospital
Demolition and rebuilding of 850 walk-ups Ga-Rankuwa Ext 10
Design and construction of Hill University
Design and construction of Doornkloof reservoir
Design and construction of a retail mall, government office, police station and magistrate court including the upgrade of existing infrastructure in Tlhabane
Extension of an existing warehouse, a new concrete hardstand for use as a truck staging area and a new paved parking area in Eagle Freight (Namlog)
Improvements and maximising of Telkom's existing training facilities space to accommodate employees in both Cape Town and Port Elizabeth
Upgrading of the Waste Water Treatment Plant in Seloshesha
Delville and Germiston Fire Station Social Housing Development
Design and construction of Jenca Junior Secondary School
Design and construction of Mangala Senior Secondary School
Design and construction of Sinolwazi Senior Secondary School
Design and construction of Langeni Senior Primary School
Design and construction of Lucingweni Junior Secondary School
Upgrading and extension of Temba Community Health Centre
Upgrading of Matsimela High School
Upgrading of Leolo High School
Upgrading of Hwiti High School
Upgrading of Mokomene High School
Provision of management services for Urban Krall Real Estate
Design and construction supervision of petroleum storage facility for Leuven Terminals
Adowa 05 Ellis Park Student Housing
Adowa09 - Vanderbijlpark

Mechanical engineering

Lichtenburg Water Waste treatment Plant
Refurbishment of Tembisa Hospital
Refurbishment of Bertha Gxowa Hospital
Refurbishment of Pholosong Hospital
Refurbishment of Far East Rand Hospital

Adowa05 - EPSVA (Ph3) - on risk
Adowa15 - Mafikeng - on risk
Adowa17 - Roseveare, Pmb - on risk
DBSA Asidi Schools - Sinolwazi
DBSA Asidi Schools - Mangala
GDID: Thulasizwe Primary School
GDID: Venterspost Primary School
GDID: Phillip Moyo
GDID: J Dumane
GDID: Bertha Gxowa Hospital
GDID: Far East Rand Hospital
GDID: Pholosong Hospital
GDID: Tambo Memorial Hospital
GDID: Tembisa Hospital
Life Hospitals
Telkom Towers
Tlhabane Square
University Hill
PIC UIF Thoyandou
DBSA KZN Schools
Crawford Preparatory School
Pinnacle Waterfall School
KZN Schools - Coega
CDC KZN Schools
South fork Flats
CDC KZN Schools (A new project will be opened for each school)
Upgrading of parking and delivery facilities on the basement level of FNB Bank City
Inanda Greens Business Park bridge link
Engineering services for the construction of a community centre at Idondontha

Refurbishment of Tambo Memorial Hospital
Sasol Johannes Stegmann Theatre Upgrade
Trompsburg Special School
Upgrading and revitalisation of Pretoria Station Taxi Rank- Dairy Mall Taxi Rank, DR savage Pretoria CBD taxi holding area

Consulting Engineering Projects



GladAfrica is underpinned by globally recognised and certified best practices. Our ISO 9001 certified quality management system guides our core service delivery functions.

Water & sanitation engineering

- Water Loss Management for CoT
- Lengthening of network and supply pipelines in Shere, Pretoria
- Design and construction of a new 10ml reservoir at Klipgat Hospital
- Design and construction of Doornkloof reservoir
- Design and construction of bulk water supply: Gariep pipeline
- Upgrading of the waste-water treatment works for Maselspoort Recycling
- Upgrading of the Viljoenskroon waste-water treatment
- Upgrading of the Lichtenburg waste-water treatment
- Seloshesha waste water treatment works
- Addition to Sterkwater waste water treatment works
- Bethanie, Modikwe and Berseba water reticulation and yard connection
- Water reticulation design and analysis for Bokamoso Water Supply in Rustenburg
- Boitekong Ext. 8 - sewerage reticulation design and analysis
- Design and analysis of Lethabong sewer reticulation
- Rustenburg Ext. 13 - sewerage reticulation system: phase 2 - outfall
- Sewerage reticulation design and analysis
- Water reticulation design and analysis of Monnakato
- Water reticulation design and analysis of Phatsima
- Reservoir and water tower inspections Ekhuruleni Metropolitan Municipality
- Preliminary Design for Russel Road Reservoir
- Upgrading of Waste water treatment works Baviaansklo
- Upgrading of the existing Bronkhorstbaai water works and bulk water supply
- Upgrading of the existing Bronkhorst-spruit water works and bulk water supply
- Replacement of Deficient sewers in Soshanguve
- Refurbishment and extension of existing Waste water treatment works at Rooiwal
- Dredging of maturation ponds at Rooiwal Waste water treatment works
- Upgrading of the existing bulk water supply Iscor Heights Feeder
- CoE Service Stands Balmoral
- CoE Service Palm Ridge
- MMM - Pre-paid Water Meters
- Rand Water J7 Pipeline
- Rand Water N6 Pipeline
- Rand Water A6 Pipeline
- Sol Plaatjie University
- Vosloorus Housing
- GPF - UISP
- GDoHS - RLRP Package E Stage 1
- GDoHS - RLRP Package F Stage 1

Roads & Transportation engineering

- Development of Non-Motorised Transport Master Plan
- Widening of Petroleum Street in Pretoria
- Cullinan & Refilwe upgrading of roads and stormwater
- Ekgangala 103, 104 & 105 Construction of roads and stormwater
- Rustenburg Integrated Public Transport Network
- Planning, designing and implementation of the Bus Rapid Transport (BRT) plan for Mangaung Metropolitan Municipality
- Precinct plan development for the Rustenburg Hub
- City of Tshwane Bus Rapid Transport (BRT) programme development and project management
- Bus Rapid Transport (BRT) programme development: Buffalo City Local Municipality
- Programme management for the City of Tshwane's 2010 FIFA World Cup™ special projects
- Paul Kruger Street/Lavender Road Bridge intersection
- Capital rollout and maintenance plan for the City of Tshwane Urban Traffic Control.
- Transit modelling and signal design plans Stellenbosch

- Signal design plans Watt Street in Pretoria
- Design, Construction of roads and storm-water Klerksoord Industrial Site Road
- Roads rehabilitation and reseal : City Of Cape Town
- Pretoria Station & Dairy Mall Taxi Ranks upgrade
- Pretoria CBD Taxi Holdings areas upgrade
- Mahube Valley Construction of stormwater
- Upgrading of Road in Zithobeni from gravel to tar-Ward 102
- Provision of the Quality Management Field work
- Mangaung Phase 1A- CBD to Rocklands via Harvey, Fort Hare, Maphisa, Moshoeshe Design & implementation
- Mangaung Phase 1B- CBD to JB Mafora via Oliver Tambo Road
- Mangaung -Phase1C-3 Interim Starter Routes CBD-UFS Gate
- Protea Glen Roads Master Plan Model
- TIA for Palm Ridge Ext 37, Ext 38, Portion 50, Witfontein, Westcliff Residents Association
- City of Tshwane BRT Line 3 Section 2- Traffic Assessment and Feasibility
- Dept of Human Settlements- 10 TIAs
- Ray Nkonyeni Municipality Traffic Model and Roads Master Plan
- Department of Human Settlements- 29 Transport Feasibility Studies

- Gugulethu Hostels and Newmarket Residential Property TIAs
- Lufhereng Update of Protea Glen Roads Master Plan
- Thlabane Square Mall Signal Designs and Site Traffic Assessment
- Roads and Transportation Engineering
- City of Cape Town Road Rehab
- GDoHS - RLRP Package A & B Stage 2
- MMM Moshoeshe Trunk Route
- MMM IPTN PMU NEW
- MMM IPTN Bus Depot
- MMM IPTN OR Tambo Infrastructure
- MMM IPTN Brandwag Starter Service
- Ndabeni Fleet
- Sanral R63
- Sanral N2 Houw Hoek
- COT BRT Line - 3 (Traffic Study)
- Traffic Modelling - Ray Nkonyeni Municipality
- Pregon SC/DP/RA -13/2020
- PRASA Cape Town, Salriver, Mutual, Woodstock ,Springfield, Mutual and Durban Yard

Electrical engineering

- Life Hospitals
- Design and construction of ADOWA: Student Housing UJ-Doornfontein and Madiba Street
- Construction monitoring of Monavoni Substation
- Refurbishment of Tembisa, Far East Rand, Pholosong, Tambo Memorial, and Bertha Gxowa Hospital
- Refurbish of Bronkhorstspuit Substation
- Design and Construction Supervision of Kentron Substation

- Design and Construction Supervision of Soshanguve Substation
- Design and construction of Hill University
- Upgrading and revitalisation of Pretoria Station Taxi Rank- Dairy Mall Taxi Rank, DR savage Pretoria CBD taxi holding area
- Design and construction of a retail mall, government office, police station and magistrate court including the upgrade of existing infrastructure in Tlhabane
- Upgrading of the Waste-Water Treatment Plant in Seloshesha
- Dellville and Germiston Fire Station Social Housing Development

- Extension of Jabulani Dumani Pharmacy
- Accelerated Schools Infrastructure Delivery Initiative (ASIDI)
- Design and construction supervision of petroleum storage facility for Leuven Terminals
- Upgrading and extension of Temba Community Health Centre
- Design and construction of Mangala, Sinolwazi, Langeni, Lucingweni and Jenca Junior Secondary School



Flagship Projects



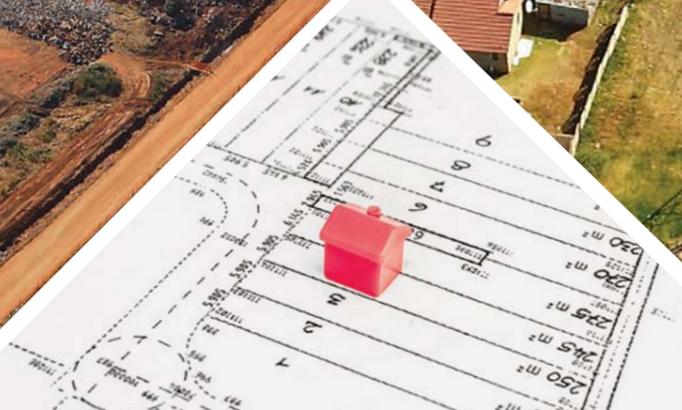
Services Stand Programme of the Department of Human Settlements | Project value R1.9 billion

Client : Development Bank of Southern Africa on behalf of the Ekurhuleni Metropolitan Municipality.

Purpose: Provision of service stands for social housing development within the Ekurhuleni Metropolitan Municipality.

Scope : Provision of detailed design phase, implementation phase to close out phase for several human settlements in preparation for the Social Housing department in Ekurhuleni Metropolitan Municipality.

Responsible business units: GladAfrica Consulting Engineers | GladAfrica Project Managers | GA Environment





City of Tshwane IRPTN PMU and Technical Advisory Services

Project value
R9 billion

Client : City of Tshwane Metropolitan Municipality

Purpose: Provision of services for master planning, infrastructure planning, engineering, project preparation, project implementation and project support services for the City's Key Infrastructure initiatives for a period of 3 years. The establishment of a CoT Programme Management Unit (PMU) provides benefits to the City through advocating and supporting project management functions and co-ordination and management of staff, and activities that will drive the completion of projects with the required time, cost and quality parameters.

Scope : The PMU provided project management and technical advisory services to the COT IRPTN Programme. The PMU was responsible for the following workstream outputs within the Unit: Systems Planning and Marketing, Communications, CIS, Stakeholder Engagement, Intelligent Transport Systems (ITS), Infrastructure, Operations, Industry Transition, Business, Finance and Legal.

Responsible business units: GladAfrica Consulting Engineers | GladAfrica Project Managers | GA Environment



Integrated Public Transport Network (IPTN) Development

Project value
R5 billion

Client : Mangaung Metropolitan Municipality.

Purpose: Planning, design and implementation of the IPTN plan of Mangaung Metropolitan Municipality.

Scope : Establishment of a project management office which will be responsible for the design and implementation of the IPTN. The IPTN comprises (amongst other modes) the Bus Rapid Transport system (BRT).

The project management configuration is made up of the following work streams:

- Systems planning
- Infrastructure planning
- Business and finance
- Legal and compliance
- Intelligence transport system (ITS)
- Environmental management and compliance
- Project management
- Industry transition
- Marketing and media relations

The ultimate objective of the project is to provide the citizens of Mangaung with a high-quality experience in public transport system

Responsible business units: GladAfrica Consulting Engineers | GladAfrica Project Managers | GA Environment



GDID Eastern Corrdior Hospitals

Project value
R1.4 billion

Client : Gauteng Department of Infrastructure Development (GDID)

Purpose: Provision of Architectural, Civil, Electrical, Mechanical, and Structural Engineering services for the implementation of the occupational health and safety maintenance projects on various health facilities in the East Corridor, which consisted of the following health facilities: Bertha Gxowa Hospital, Tambo Memorial Hospital, Pholosong Hospital, Far east Rand Hospital and Tembisa Hospital

Scope : The project entailed conducting condition assessments to determine the status quo of the infrastructure in the above health facilities and provide design solutions to address the occupational health and safety non-compliance in the facilities (Fire Risk Assessment, Aesthetic Assessment and Fit-for-Purpose” Assessment) The project entailed assessing all the infrastructure within the health facilities premises, inclusive of the main hospital building, ancillary buildings, staff quarters, gate houses, etc.

Responsible business unit: GladAfrica Project Managers

Resurfacing of National Road R49 Section 2 from km 50 to Kopfontein km 101.43



Client

South African National Roads Agency (SOC) Limited (SANRAL).

Responsible business unit

GladAfrica Consulting Engineers

Purpose

To preserve the clients' asset by resurfacing the National Road R49 from km 50 to km 101.43 thus extending the lifespan of the road.

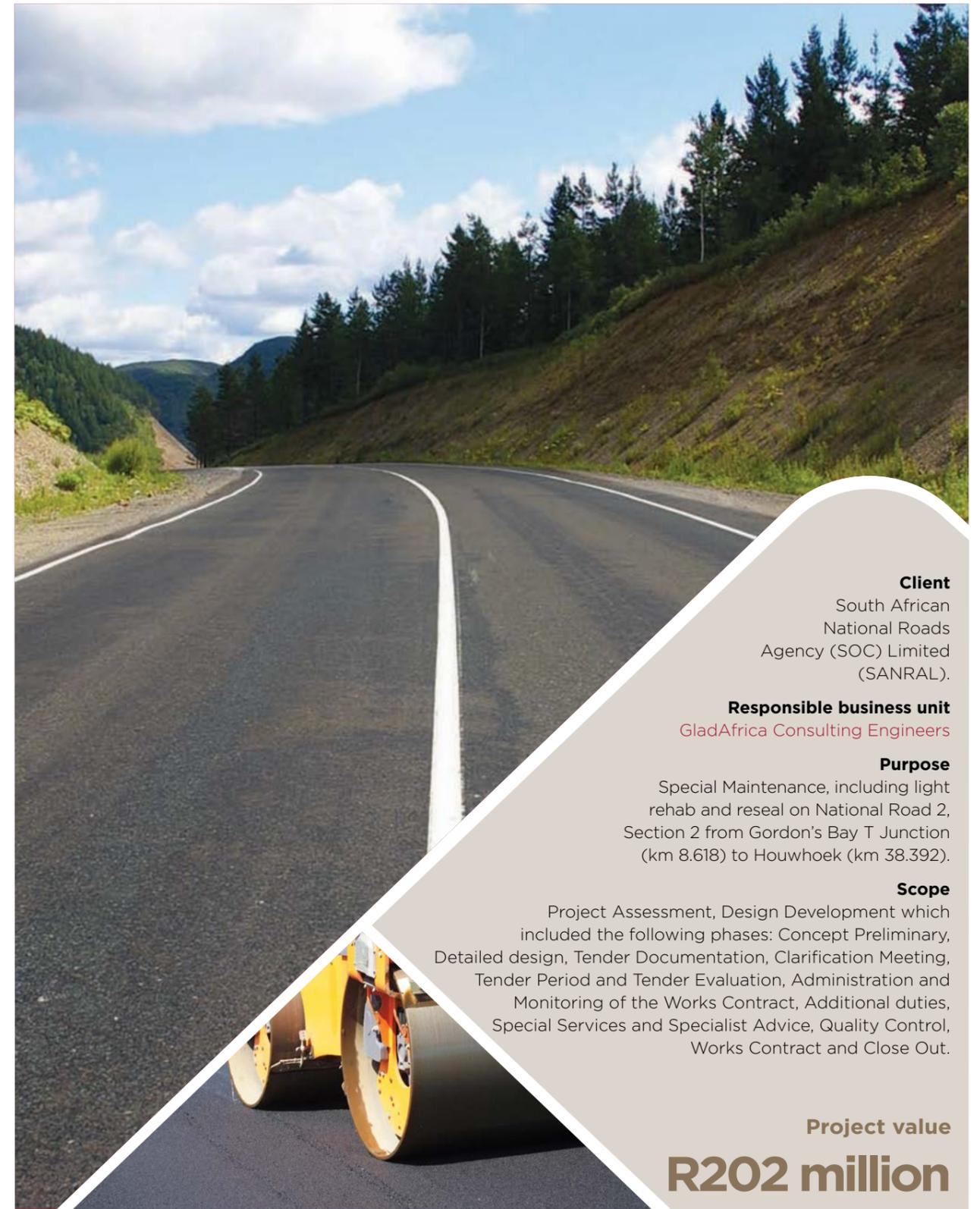
Scope

Construction monitoring, supervision and quality control for the resurfacing of the National Road. This included remedial actions such as surface patching, crack sealing, edge breaks, pothole repairs, rut filling and rejuvenation of the existing road surface prior to resurfacing.

Project value

R120 million

Special Maintenance of National Road 2 Section 2 from Gordons Bay to Houw Hoek



Client

South African National Roads Agency (SOC) Limited (SANRAL).

Responsible business unit

GladAfrica Consulting Engineers

Purpose

Special Maintenance, including light rehab and reseal on National Road 2, Section 2 from Gordon's Bay T Junction (km 8.618) to Houwhoek (km 38.392).

Scope

Project Assessment, Design Development which included the following phases: Concept Preliminary, Detailed design, Tender Documentation, Clarification Meeting, Tender Period and Tender Evaluation, Administration and Monitoring of the Works Contract, Additional duties, Special Services and Specialist Advice, Quality Control, Works Contract and Close Out.

Project value

R202 million

Special Maintenance on National Route R63 Section 12 from N10 (km 0.0) to Bedford (km 20.7)



Client

South African National Roads Agency (SOC) Limited (SANRAL).

Responsible business unit

GladAfrica Consulting Engineers

Purpose

To preserve the clients' asset by resurfacing the National Road thus extending the lifespan of the road.

Scope

The scope of works entails localised repair and pre-treatment of the existing surface followed by the construction of an appropriate surface seal. The project also includes the reconstruction of the last four kilometres which has deteriorated to a state beyond conventional periodic maintenance, improvement of ancillary roadworks and drainage and possible safety interventions at four major intersections.

Project value

R150 million

Special Maintenance of National Route 2 Section 2 between Gordon's Bay T-junction and Houw Hoek



Client

South African National Roads Agency (SOC) Limited (SANRAL).

Responsible business unit

GladAfrica Consulting Engineers

Purpose

Special Maintenance, rehab and reseal on National Road

Scope

The scope of works entails localised repair and pre-treatment of the existing surface followed by the construction of an asphalt overlay. The project will also include the widening of selected sections by means of construction of a full pavement layerworks. The asphalt overlay of Sir Lowry's Pass will be followed by a UTFC surfacing layer. The project will also include the improvement of ancillary roadworks and drainage and possible safety interventions at major intersections.

Project value

R142 million



Design of Sterkwater Waste Treatment Works

Project value
R290 million

Client : Mangaung Metropolitan Municipality.

Purpose: Development and Upgrade of service levels in Sanitation in the South Eastern parts of Bloemfontein required the expansion and upgrading of the Sterkwater Waste Treatment Works.

Scope : Provision of professional Engineering Services for the design, construction supervision and commissioning of the expansion of the Sterkwater Waste Treatment works by 20 MI per day, and new Sludge dewatering and drying facilities.

Responsible business units: GladAfrica Consulting Engineers | GladAfrica Project Managers | GA Environment

The Extension and Refurbishment of Selosesha Waste-Water Treatment Works



Client
Mangaung
Metropolitan Municipality.

Responsible business unit
GladAfrica Consulting Engineers

Purpose
Waste water treatment that was generated from the replacement of septic tanks and pit latrines.

Scope
Provision of professional engineering services for the design, documentation and supervision of bulk water and sanitation.

Project value
R180 million

Replacement of Rand Water pipelines J7, N6 & A6



Client
Rorisang Dwellers
Trading and Projects
for Rand Water

Responsible business units
GladAfrica Consulting Engineers

Purpose
Provision of design and site monitoring services to replace damaged steel pipes within sections in Struisbult and Vereeniging residential areas. The damaged and beyond repair steel pipe are J7 (0.9Km), N6 (1.5Km) and A6 (0.9Km).

Scope
The design component includes the following:
• Inception Stage • Preliminary Design stage
• Detail Design stage • Project specification, Bill of quantities and Construction drawings.
• Periodic site monitoring services

Project value
R102 million



- Project management
- Programme management
- Development management
- Construction management
- Tenant coordination and installations
- Fixed asset management
- Facilities management
- Advisory services
- Procurement management

Our pursuit of excellence is driven by a team of highly proficient professionals.



Project Management Projects



Project delivery at GladAfrica is underpinned by globally recognised and certified best practices.

Lakeside Development (EXXARO)
MTN Warehouse - phase 2
GTAC - Limpopo Provincial Treasury Infrastructure Support Programme
Monwana - Ex Oracle Building
PIC Kingsley -Upgrade
Project Management Office Establishment and Operation for the City of Tshwane
Status Quo Project Assessment for CoT
SDBIP Capital Adjustment for CoT
City of Tshwane-T03 IRPTN (BRT)
Development of Lakeside Office Park
Stellenbosch University Biomedical Research Facility project on Stellenbosch University Tygerberg Campus
PIC Upgrading of Garankuwa City Mall
Project management for the upgrading of Matsimela, Hwiti, Leolo and Mokomene High Schools
Conversion of the Stellenbosch University Weidenhof Student Residence
University of Cape Town Breakwater Lodge Hotel Refurbishment & Modernisation
University of the Western Cape Computational Sciences Complex Redevelopment
GDID Roodekop Primary School
ASIDI Schools' Programme: New PT Sanders Intermediary School and New Heide Primary School
Major rehabilitation of Venterspost, Thulasizwe, Cosmo City Primary Schools and Dominican Elsen School
CUT New Teachers' Training Centre, 216-Bed Student Residence, BHP Billiton Engineering Building Expansion, Bloemfontein FC6 Well Funded Laboratories Building and Bloemfontein FCI Disability Building
University of Cape Town Medical Museum Relocation Scoping
University of Cape Town Clinical Neurosciences Centre
University of the Western Cape Sport Centre Modernisation and Expansion
University of the Western Cape Computational Sciences Centre Redevelopment
Development of the New University of Mpumalanga
Demolition and redevelopment of Chiawelo Community Health Centre
Extension and refurbishment of Temba Community Health Care Centre, Phillip Moyo Maternity Obstetric Unit and Jabulani Dumani Pharmacy
Project Facilitation for the Netcare KwaZulu-Natal Regional Hospital Portfolio
Netcare The Bay Hospital Expansion
Bus Rapid Transport (BRT) programme development Msunduzi Local Municipality
DBSA Polokwane Local Municipality Pre-Feasibility Studies for 11 Proposed Catalytic Projects
DBSA Sol Plaatjie Logistics Hub Feasibility Study
DBSA City Deep Node Feasibility Study
Upgrading of the Caledonian Stadium
HM Pitje Stadium Analysis
City of Tshwane Town planning for Claremont Properties

MTN Tygerberg Switch Upgrade
MTN Warehouse refurbishment
Netcare Medicross Sub-Acute Care facility Richards Bay
MyCiti Integrated Rapid Transit System Phase 1A
Extended public works programme for CAPEX
Project management of the municipal intervention of various municipalities in the Free State
Eden District Municipality Municipal Real Estate Portfolio Analysis and Optimisation
Eden District Municipality Neighbourhood Development Programme Grant (NDPG) Project Identification and Packaging
Cape Metropole Waste Depot Realignment Programme
The Paul Kruger Street/Lavender Road Bridge intersection
Upgrading of Maunde Street (Phase 1 and 2)
Upgrading of Buitenkant Street (Phase 1)
Hatfield one-way system (part of Hatfield Precinct road infrastructure upgrade for Loftus Versveld Stadium)
Upgrade of Duncan/Gordon Street
Upgrading of Pretorius Street
Upgrading of Schoeman Street
Upgrade of Charles Street
Construction of Route K97 to Wonderboom Airport, Gauteng
Refurbishment of UIF building in Thohoyandou Limpopo
Refurbishment of UIF building in Bisho
Development of the New Cape Town Stadium for the 2010 FIFA Soccer World Cup
Upgrading of Royal Bafokeng Stadium
Refurbishment and Modernisation of the Knysna Loerie Park Sports Stadium
Delville and Germiston Fire Station Social Housing Development
JDA New Cosmo City Fire Station
Cape Metropole Waste Depot Realignment Programme
Bus Rapid Transport (BRT) programme development Buffalo City Local Municipality
Bus Rapid Transport (BRT) programme development Msunduzi Local Municipality
DBSA Polokwane Local Municipality Pre-Feasibility Studies for 11 Proposed Catalytic Projects
DBSA Sol Plaatjie Logistics Hub Feasibility Study
Transnet ME Building Refurbishment
FNB Kent Avenue Contact Centre Access Control Upgrade
FNB Fairlands Building Upgrade
FNB Selby Demolitions & Paving
PIC Kingsley Mixed-Use Centre Refurbishment
PIC Truchurch Centre Refurbishment
Virgin Active Sea Point Refurbishment

Refurbishment and Extensions of 12 Waste Depots for the City of Cape Town
Refurbishment and expansion of an Existing Heritage-classified Building
New Office Block and Laboratories for SABS Rosebank
Development of the New FNB Selby Cash Centre
Development of the New N8 Shopping Centre Bloemfontein
Development of the New N8 Office Park Bloemfontein
Due Diligence into the Proposed Devolution of the Rail Operating Subsidy Function from Metrorail to the City of Cape Town
ABSA Barclays Moffet Park Retail Branch and Office Refurbishment
ABSA Barclays Mqanduli Branch Relocation
FNB Contact Centre 5 Green Star Rated
FNB Fairlands Office Maintenance Upgrade Works
ABSA Barclays Newton Park Retail Branch Modernisation
ABSA Barclays Dutywa Branch Modernisation
SABS Groenkloof Headquarters: A-Block Refurbishment
ABSA Barclays Greyville Training Centre Refurbishment and Fit-out
SABS West Coast Regional Office Redevelopment
Cape Town Station Revitalisation: Refurbishment and Expansion of the Existing Cape Town Rail Station and Surrounding Precinct
Upgrading of the Telkom PPR risk building for Telkom Facilities Management Company
Upgrading of the Telkom PPR building growth (national key point) for Telkom Facilities Management Company
Development of the Botshabelo Retail Mall
Tyger Valley Shopping Centre Modernisation and Expansion
Development of the Mangaung Retail Mall
GDID Roodekop Primary School
GDID Winnie Mandela Chc
Ekurhuleni Metropolitan Municipality Town Planning of landuse survey for Germiston & Katlehong 1 & 2
PIC Technical Due Diligence Services Old Computershare building in Marshall Town
City of Tshwane construction monitoring of Monavoni Substation
City of Tshwane Refurbishment of Kentron Substation
City of Tshwane Refurbishment of Soshanguve Substation
City of Tshwane Refurbishment of Bronkhorstspruit Substation
City of Tshwane Refurbishment Lotus Gardens Secondary Substation
City of Tshwane T0306 Rietgat
City of Tshwane Town planning for Hammankraal 112
City of Tshwane Town planning for Tweekfontein and Leeuwkraal

Dept of Public Works FreeState Design and construction of a Special School and Hostel
Quality Management Field Work for the City of Tshwane
Properties Subdivision & Rezoning in Claremont
Township Establishment in Hammanskaal, Pienaarspoort , Rietgat 611 JR, Tweekfontein & Leeuwkraal
Klerksoord Industrial Site Roads and Storm water
Pretoria CBD Taxi Holding areas
Petroleum Street Widening
Cullinan & Refilwe upgrading of roads & storm water
Ekgangala 103 & 104 Roads & Storm water
Ekgangala 105 Roads & Storm water
Mahube Valley Storm water
Flooding Backlog Kudube Unit 9 Roads & Storm water
Baviaanspoort WWTW: Sludge facility, new 40 MI/day BNR module
Bronkhorstbaai WPP refurbishment
Doornkloof Reservoir, 15MI
Dredging of maturation ponds at Rooiwal Waste Water Treatment Works
Upgrading of bulk water supply to Iscor Heights Low Level (LL) and Heights High Level (HL) reservoirs
Klipgat Hospital 10MI Reservoir
Monavoni 132/11KV Substation
Kentron 132/11KV Substation Refurbishment
Soshanguve 132/11KV Substation Refurbishment
Bronkhorstspruit 132/11KV Substation refurbishment
Bronkhorstspruit 132/11KV Substation refurbishment
Extension of Rooiwal WWTW: Phase 1, 2 to 4 (EPC / PPP Project) Replacement of Water Meters
Replacement of Water Meters
Temba View Bulk Water Pipeline
Ga Rankuwa Ext 10 walk-up units
University of Mpumalanga Facilities Management Support
DBSA KZN schools
DPWFS Trompsburg Special School
PIC: UIF Building Thohoyandou
GDID: Thulasizwe Primary School
University of Mpumalanga Facilities Management Support
DBSA KZN schools
PIC: UIF Building Thohoyandou
GDID - East Corridor - OHS for over 20 Hospitals and Community Health Centre

PROJECT MANAGEMENT | CONSTRUCTION MANAGEMENT | DEVELOPMENT MANAGEMENT



Through new solutions, innovation and partnerships, GladAfrica is leading the journey to tomorrow's built environment.

Programme management

- Programme Management of Capital Programme for the City Of Tshwane
- Mangaung Metropolitan Municipality Integrated Public Transport Network (IPTN)
- Implementation fo the Rustenburg Rapid Transport (RRT)
- Ekurhuleni Metropolitan Municipality Clean Cities Program
- Programme management services for National Department of Transport's public transport infrastructure systems
- Upgrading of various schools for the Limpopo Department of Education
- Programme management for the City of Tshwane's 2010 FIFA World Cup™ special projects
- Accelerated Schools' Infrastructure Delivery Initiative (ASIDI) Programme
- Programme management of the municipal intervention of various municipalities in the Free State
- Rustenburg: Management of PM unit construction project management services
- Extended public works programme for CAPEX
- Upgrading of Royal Bafokeng Stadium
- MyCiti Integrated Rapid Transit System Phase 1A
- Cape Metropole Waste Depot Realignment Programme
- Development of the New University of Mpumalanga

Construction management

- Construction of four new buildings at the University of Venda
- Construction of two New Large Docking Aprons at the Cape Town International Airport
- Construction of five Remote Narrow Body Docking Aprons at the Cape Town International Airport
- Construction of the New Northern Service Road at the Cape Town International Airport
- Woolworths Promenade Mall Store Modernisation
- Woolworths Eco Boulevard Store Modernisation
- Woolworths Parow Divisional Office Refurbishment and Fit-out
- Woolworths Tzaneen Store Modernisation
- Woolworths Zambezi Store Modernisation
- Woolworths Paddocks Centre Store Modernisation
- Woolworths Carnival City Store Modernisation
- Woolworths Hermanus Store Modernisation
- City of Ekurhuleni EPMO Palm Ridge (Extension)

Development management

- Development of Lakeside Office Park
- Precinct Plan Development for the Rustenburg Hub
- 220 Unit Heideveld Housing Development (Statutory Rights Acquisition)
- 80 Unit Strandfontein Housing Development (Statutory Rights Acquisition)
- Pelican Park Housing Development (Statutory Rights Acquisition)
- Development of the New N8 Shopping Centre Bloemfontein
- Development of the New N8 Office Park Bloemfontein



Flagship Projects



(Growthpoint) Lakeside Office Development

Project value
R400 million

Client : Growthpoint Properties Limited

Purpose: The purpose of the project is to construct a new corporate head office for Exxaro Limited.

Scope : Construction of a P-grade office building totaling 18000 square meters with four levels of parking (approx 270 bays), a subdividable auditorium, full canteen and kitchen. The building is to employ the latest state of the art building management systems and access control/security systems. The building is 6 Greenstar-rated and is the first in Africa to be awarded a WELL rating. Extensive use of sustainable technologies are employed on the project. Examples are: Solar power, rainwater harvesting, grey water harvesting, xeriscaping. The five-level atrium is topped by an ETFE skylight. The building is located on a class 8 dolomite site and this requires innovative founding techniques and early warning systems (extensometers).

Responsible business units: GladAfrica Project Managers and GA Environment



Development of the University of Mpumalanga | Project value **R8.8 billion**

Client : University of Mpumalanga

Purpose: Development of academic and supporting infrastructure, student residential accommodation, site infrastructure and bulk infrastructure. This includes: 6 Blocks of Student Residential Accommodation, New Academic Offices, New Library, New Teaching Auditorium, New ICT Laboratories and Security Centre, further Student Residences, Health & Wellness and Sports Centre, Site Infrastructure (roads, water, sewer, electrical), Bulk Infrastructure (roads, water, sewer, electrical).

Scope : The university is being developed over various phases from 2014 to 2024, and consists of three primary campuses, with a satellite campus. The scope includes planning, design and construction of a multi-phased, multi-campus new university located in Nelspruit, Mpumalanga to create the new University of Mpumalanga.

Responsible business unit: GladAfrica Project Managers





Biomedical Research Facility on Stellenbosch University Tygerberg Campus

Project value
R1.25 billion

Client : Stellenbosch University

Purpose: New Biomedical Research Facility building including upgrading existing FISAN building and associated infrastructure upgrades.

Scope : The BMRF project involves upgrading / re-planning of the existing Fisan Building, building an adjacent new research facility and atrium to link the refurbished and new buildings, and ultimately form one new building end product. The facilities will house all existing Biomedical Sciences departments as well as all research laboratories, semi-private and private research units and companies to support the academic building on Tygerberg Campus. The refurbished existing Fisan Building with some additions will be approximately 17 367 m² consisting of 5 levels above ground and a basement. The new proposed adjacent building which is connected to the existing Fisan building will be approximately 13 938 m² consisting of 4 levels above ground and a basement.

Responsible business unit: GladAfrica Project Managers

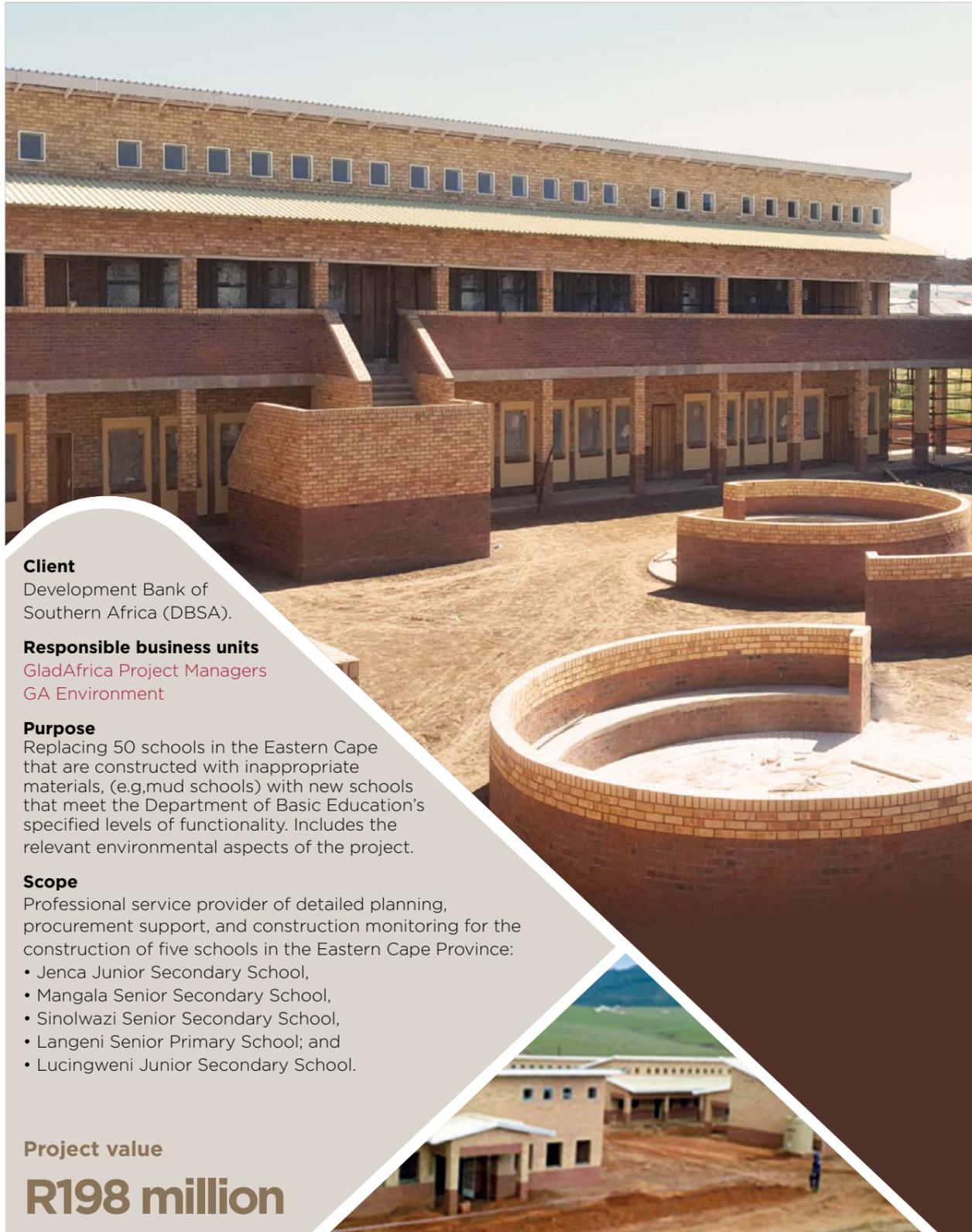


Cintocare Hospital

Project value
R470 million

- Client** : GrowthPoint Properties Limited
- Purpose:** A 11 000 sqm specialised surgical hospital development in Pretoria, Gauteng, the first 5-star rated green hospital in Africa. The fifth world's high-performance clinical centre of excellence focused exclusively on head, neck, spinal and vascular surgery.
- Scope** : Construction of new 100 bed Acute Head and Neck Hospital, Consisting of 8 level and +- 35 000m2 of building area.
- Responsible business unit:** GladAfrica Project Managers

Accelerated Schools' Infrastructure Delivery Initiative (ASIDI)



Client

Development Bank of Southern Africa (DBSA).

Responsible business units

GladAfrica Project Managers
GA Environment

Purpose

Replacing 50 schools in the Eastern Cape that are constructed with inappropriate materials, (e.g,mud schools) with new schools that meet the Department of Basic Education's specified levels of functionality. Includes the relevant environmental aspects of the project.

Scope

Professional service provider of detailed planning, procurement support, and construction monitoring for the construction of five schools in the Eastern Cape Province:

- Jenca Junior Secondary School,
- Mangala Senior Secondary School,
- Sinolwazi Senior Secondary School,
- Langeni Senior Primary School; and
- Lucingweni Junior Secondary School.

Project value

R198 million



Development of Medicross Facility Richard's Bay



Client

Netcare Limited.

Responsible business unit

GladAfrica Project Managers

Purpose

Project facilitation and coordination role for various refurbishments, alternations and additions to numerous hospitals in the KwaZulu-Natal regional portfolio

Scope

The scope of works encompassed within the programme includes; general expansion, ward and high-care expansion, general upgrade, ward upgrade, new laboratories, new MRI units, catering (kitchen) facilities, new hospital wings and private practitioner suites.

Projects concluded as part of the programme included;

- St Anne's Hospital (Pietermaritzburg) Expansion (Phase 1)
- St Anne's Hospital (Pietermaritzburg) Expansion (Phase 2)
- Margate Hospital (Margate) Expansion.

Project value

R277 million





MyCiTi Integrated Rapid Transit System Phase 1A

Project value
R4.6 billion

Client : City of Cape Town.

Purpose: Planning, design and implementation of the first phase of a multi-phased bus rapid transit system to service the Cape Metropole.

Scope : Provision of project and programme management services for the planning, design and implementation of the first phase of the MyCiTi IRT system. This corridor faced some of the worst peak-period congestion levels, especially to the south and east of the bridges over the Diep River. The project ultimately aimed to provide a fully integrated, safe and efficient public transport system to service all individuals within the Cape Metropole.

The work streams managed by the project and programme management team included:

- Infrastructure planning, design and implementation (roadways, stations, control centres, depots, staging yards)
- Systems planning • Business planning • Vehicle procurement
- Business contracts (control centres, automated fare collection, vehicle procurement and station management)
- Industry transition • Public relations and media • Budgeting and cost management
- Funding applications (PTIG and PTNOG).

Responsible business unit: GladAfrica Project Managers

Cape Town Rail Precinct Station Complex and Precinct Revitalisation



Client
Passenger Rail
Agency of South Africa.

Responsible business unit
GladAfrica Project Managers

Purpose
The long-awaited upgrading and refurbishment of Cape Town's Central Station, underwent extensive upgrading and re-modelling of the station precinct. The Cape Town Station Revitalisation project was a multi-phased upgrade of the facilities at Cape Town Station. The initial phase involved alterations and additions to various commercial buildings, retail facilities and operational facilities at the station complex. The subsequent phases investigated the long-term development and expansion, the primary transport exchange hub of the city of Cape Town. GladAfrica was appointed in a Joint Venture to head a multi-disciplinary team of professionals on this project.

Scope
Planning, design and construction of the refurbishment, modernisation and expansion of the Cape Town Rail Station and surrounding precinct.

Project value
R350 million

Tyger Valley Shopping Centre



Client
Pareto Limited and
Metropolitan Property
Services.

Responsible business unit
GladAfrica Project Managers

Purpose
The full upgrade and expansion of an 88 000+m² super-regional shopping centre located in the Northern Suburbs of Cape Town. The project included the rejuvenation of all shop fronts, redesign and reconfiguration of the entertainment centre and food court, provision of a new concert-quality entertainment and PA system, modernisation of all interior aesthetics (ceilings, tiling, lighting, balustrades, ornamentals, etc), full upgrade to current NBR (including SANS 10400XA) regulations in terms of electrical, fire, mechanical, HVAC and wet services infrastructure, and provision of a new state-of-the-art Building Management System.

Scope
Planning, design and implementation of the full refurbishment, reconfiguration, modernisation and expansion of the Tyger Valley Super Regional Shopping Centre.

Project value
R500 million



Development of the Botshabelo Retail Mall

Project value
R320million

Client : STANLIB Direct Property Investments

Purpose: Building a mall in the Botshabelo township with the aim of stimulating the local economy and allowing convenient access to shopping facilities within the region.

Scope : Botshabelo Mall Development is a regional mall with just over 21 000 m2 of gross leasable area (GLA), approximately 800 parking bays, and a taxi rank. The mall will house around 70 tenants (80% national), anchored by some of the big national retailers such as Pick n Pay, Woolworths and Shoprite together with national clothing and furniture shops and restaurants.

Responsible business unit: GladAfrica Project Managers



Development of Tlhabane Square | Project value **R1.3 billion**

Client : Public Investment Corporation

Purpose: Phase 1 : A new two level Shopping Mall; a new 4-Storey office block; a new building to accommodate Cashbuild; 2 x Drive-thru fast food outlets (KFC confirmed lease agreement for one); a new Taxi Rank and associated offices and facilities; internal roads, engineering services and parking; external road upgrades and new traffic lights at existing and new intersections. Phase 2 : New Magistrates Court New Police Station.

Scope : Structural Engineering design of the Shopping Mall Design and construction monitoring of the Tlhabane Precinct internal roads and stormwater. Design and construction monitoring of the External Roads Upgrade - separate construction contract. Traffic Engineering related to review of internal operational plan, new traffic lights and external roads statutory signage plan.

Responsible business unit: GladAfrica Project Managers



Ga-Rankuwa City Mall

Project value
R670 million

Client : Public Investment Corporation

Purpose: Redevelopment of Ga-Rankuwa City will augment the centre's GLA and introduce modern infrastructure and amenities that respond to social and economic needs of Ga-Rankuwa.

Scope : The expansion of the GLA from 27,000 sqm to 38,000sqm including construction of external building pads, and modernise the shopping Centre in line with current trends and safeguard appeal to future generations within the catchment area. Develop a concept to include a dual food anchorage, food court and entertainment. Due consideration should be given to including land parcels to be purchased and incorporating a new modernized Public Transport facility.

Responsible business unit: GladAfrica Project Managers



Refurbishment Of The Kingsley Shopping Centre

Project value
R432 million

Client : Public Investment Corporation Acting on behalf of GEPP

Purpose: Rejuvenating and Demonstrating New Architectural Designs in the Arcadia Precinct to contribute to the community in terms of economically, socially and cultural activities.

Scope : The scope of works includes the complete refurbishment of two levels of basement including an extension to the basement, refurbishment to two levels of retail and ten levels of offices to the existing Kingsley Shopping Centre

Responsible business unit: GladAfrica Project Managers



FNB 5 Star Green Contact Centre

Project value

R250 million

Client : FirstRand Bank Limited / Eris Property Group (Developer).

Purpose: Planning, design and construction of 5 Star Green (Design and As-built) Contact Centre in Randburg, Gauteng.

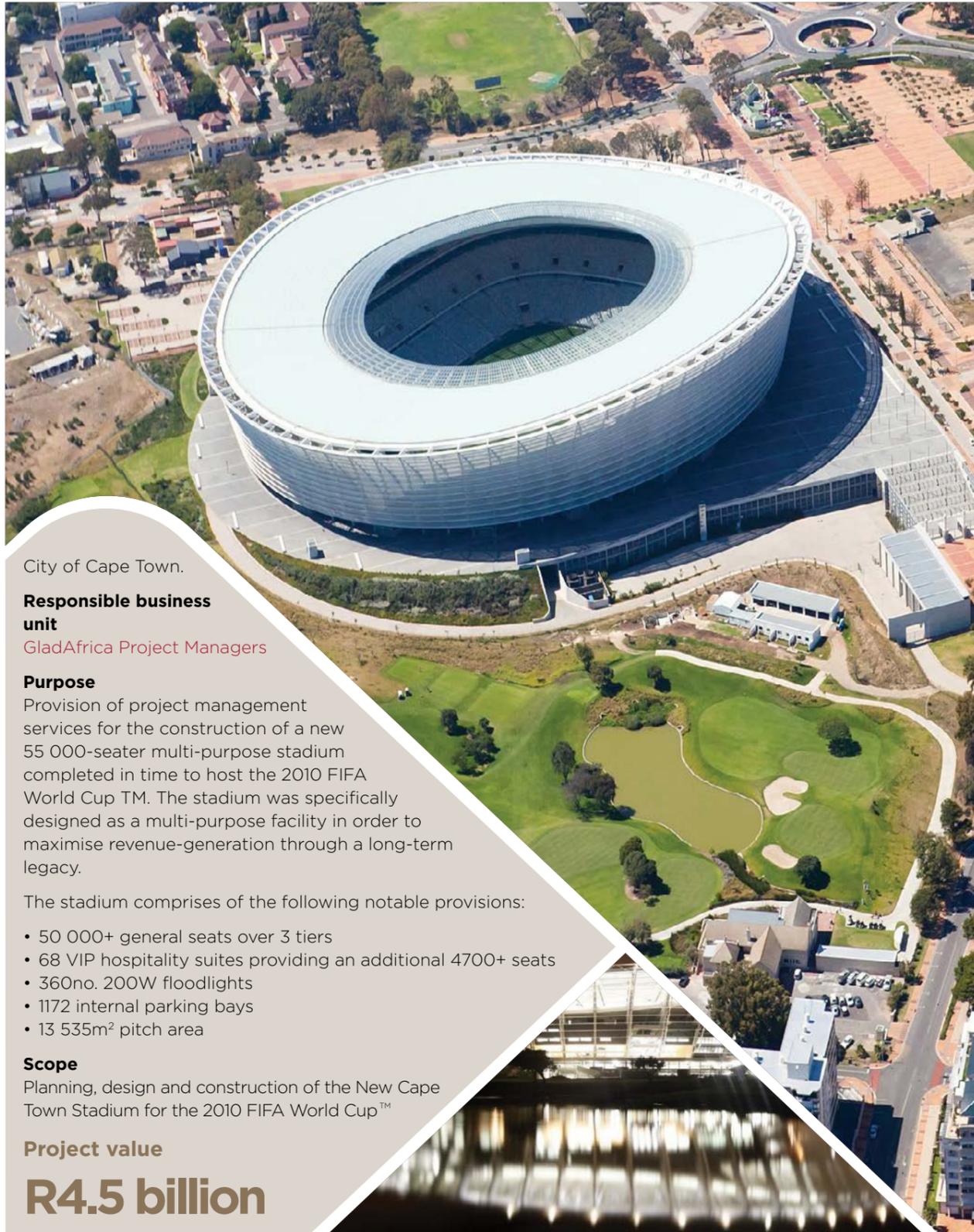
Scope : As part of an ongoing commitment, and desire to continually improve and reduce environmental impact, minimisation of its corporate and retail real estate, FirstRand Bank Limited initiated a process of “greening” existing real-estate holdings, as well as seeking to achieve Green Star rating and certification of a number of new key corporate real estate developments.

As a means of accommodating aggressive expansion and increased market share take-up, FirstRand Bank has seen fit to provide additional capacity in terms of its call centre support facilities to accommodate an ever-increasing clientele base. This project entails the development of a new, large-scale 5 Green Star-rated Contact Centre in Randburg, Gauteng, that will serve to provide significant additional capacity to service FirstRand’s existing client base, as well as a growing base throughout South Africa.

- The facility comprises:
- 13 900m² of basement parking over two levels
 - 10 900m² of operational contact centre space (including offices) over 2 No. levels
 - Extensive backbone data and cabling
 - Onsite waste digestion and conversion
 - Complex uninterruptible power supply and data protection systems
 - Cafeteria facilities
 - Extensive external hard and soft landscaping.
 - Appointment as Project Manager and Principal Agent for the project.

Responsible business unit: GladAfrica Project Managers

Construction of the New Cape Town Stadium



City of Cape Town.

Responsible business unit

GladAfrica Project Managers

Purpose

Provision of project management services for the construction of a new 55 000-seater multi-purpose stadium completed in time to host the 2010 FIFA World Cup™. The stadium was specifically designed as a multi-purpose facility in order to maximise revenue-generation through a long-term legacy.

The stadium comprises of the following notable provisions:

- 50 000+ general seats over 3 tiers
- 68 VIP hospitality suites providing an additional 4700+ seats
- 360no. 200W floodlights
- 1172 internal parking bays
- 13 535m² pitch area

Scope

Planning, design and construction of the New Cape Town Stadium for the 2010 FIFA World Cup™

Project value

R4.5 billion

Infrastructure Upgrade of Cape Town Airport



Client

Airports Company South Africa (ACSA).

Responsible business unit

GladAfrica Project Managers

Purpose

In preparation for the increased passenger volumes associated with the 2010 FIFA Soccer World Cup, ACSA initiated a national infrastructure upgrade programme to airside and landside infrastructure. As part of this programme, upgrades to infrastructure elements were undertaken for both landside (terminals, parkades and support facilities) and airside (runways, docking aprons, service roads, fuel lines, etc) infrastructure elements.

Scope

Provision of 2 x new large aprons, five x remote narrow-body aprons and a new major service road. A primary goal of ours was to ensure integration and accommodation of a new A380 aircraft at the Cape Town International Airport from other international airports.

Project value

R813 million

Our Clients



Our growth strategy is built on the development and maintenance of long-standing relationships with our business partners and clients.



Are We Doing Enough?



Consulting Engineering services for the special maintenance (Restoration and Asphalt Overlay) of National Route 2 Section 2 between Gordons Bay T-Junctions (KM8,618) and Houw Hoek (KM 38,392)

GladAfrica had been doing a good job and their effort is appreciated. They have shown professionalism and commitment towards delivering a good project.

Tiago Massingue
Project Manager



Hospitality and Tourism Building

GladAfrica was responsible for the Project Management responsibilities in terms of the NEC 3 contract. The services we carried out in a professional and admirable manner are please to have the work on further project expansions.

Dennis Mokotedi
Senior Director



My Citi Integrated Rapid Transport Phase 1A

I hereby confirm that Ariya currently GladAfrica Project Managers Pty Ltd, performed professional project management services as part of the Cape Town IRT Project Managers JV, with respect to the City's rollout of its my CiTi Integrated Rapid Phase 1A project, which was approximately R5bn. Their service was always of a high standard delivered on time. I can recommend them for similar work.

Francios van Niekerk
Manager Built Environment Partnership.



Provision of Environmental Services in and around the Port of Saldanha, Saldanha Bay Municipality

Their presentation of reports of data captured is well presented and informative. Transnet Group are pleased to recommend GA Environment for similar work as to date they have provided us with work of good quality and submitted required documents and other information timeously.

Stehan Boucher
National Environmental Manager



PET/CT scan Project, Tygerberg

GladAfrica was lead consultant (Principal Agent and Project Manager). I am satisfied with the way queries were handled and concluded. I would rate GladAfrica Biomed Project Management team's overall performance as excellent, they carried out the project in accordance with the contract and would recommend them on any other future project.

D Theart
Programme Manager



COT- Human Settlement Department Assessment of Human Settlement Projects that require deviation in terms of the regulation 36 of the MFMA

The City of Tshwane hereby certify that GladAfrica with its head office in Midrand, Gauteng, provided the service above. The services were carried out satisfactorily in accordance with the contract.

Ms. Lebogang Nkadameng
Divisional Head: Human Settlement Provision

What do our clients say about us



Repairs and renovations at Telkom Tower North and Annex Building

GladAfrica was the sole consultant in the Telkom Towers Phase 1 project and has performed 100% of the project. Their level of service delivery was commendable and of the highest standard.

Nondumiso Sangweni
Project Manager



Lakeside Development

GladAfrica was the sole consultant appointed for the project management service, on the construction of this building that received a 5 Star green rating. Their services were carried out satisfactorily in accordance with the contract.

Michiel Gerber
Development Manager



Construction of 5 schools in the Eastern Cape Province under the ASIDI Programme phase 2

GladAfrica has performed satisfactorily up to stage 5 (Construction) of the project in accordance with the acceptable standards, procedures, and directives. We are please with the professional service displayed on these multiple projects.

Crouse Schoeman
Project Lead: Education DBSA IDD



Project: The appointment of professional consultants for project management services of the integrated public transport network

The services were carried out satisfactorily in accordance with the contract, and we are pleased to recommend GladAfrica for similar projects.

Kolisang Rapulangaone
Head of (MMM) IPTN



Project: Construction of new 11,000m2 and 100 bed Pretoria Head and Neck Hospital for Growthpoint Properties Limited

GladAfrica as the sole consultant appointed as Project Manager for the entire project, was awarded a Green Building Council South Africa 5-Star Green Star Custom Healthcare Design rating in May 2020, making it the first healthcare facility in Africa to be recognised for its sustainable achievements. carried out its services satisfactorily in accordance with the contract.

Michiel Gerber
Development Manager



Refurbishment Of The Kingsley Shopping Centre, CBD of Pretoria

At completion this development will be an iconic destination within this node and will contribute positively to the economic activities of this community. GladAfrica is the principal agent and project manager and has thus far displayed consistency, reliability & commitment to the project. We are satisfied with their work ethic so far.

Ms Charmaine Mphahlele
Development Manager

GladAfrica continues to demonstrate its capabilities and resounding client relations.

Our services are bench marked against international best practices



s Football

The Game, The People

PSL.CO.ZA

GladAfrica CHAMPIONSHIP



In August 2019, GladAfrica Group announced its five-year partnership with topflight football controlling body, the Premier Soccer League (PSL).

This ground breaking agreement brands GladAfrica as the Title Sponsor of South Africa's second-tier professional football league, which has officially been named the GladAfrica Championship for the duration of the partnership.





The primary objectives of the GladAfrica Foundation are to undertake strategic projects that contribute positively to socio-economic development.

The Foundation's vision is to be a credible game-changer in eradicating poverty through education and community upliftment. Managed by a Board of Trustees and nominated representatives of the Foundation committee, the core focus areas for the Foundation are:

- Education
- Career development
- Social development
- Health and research



Building Lives, Creating Hope

www.gladafoundation.com

GladAfrica Epilepsy Research Project

In a historic milestone, GladAfrica Foundation launched the GladAfrica Epilepsy Research Project (GERP) at the University of Venda in Limpopo in February 2020. The GladAfrica Foundation and the University of Venda formally entered into a partnership to research the effects of epilepsy in rural communities of Limpopo and Mpumalanga.



Grassroots Soccer

With the support of GladAfrica Group, the Foundation has donated soccer kits and continues to support a team in Clara Village, Bushbuckridge Rural in Mpumalanga.



In addition, we also donate uniforms and sports team kits to both primary and secondary schools. We promote and support the commitment, dedication and passion of Grassroots Soccer for the benefit of underprivileged, challenged and vulnerable communities



Christmas Hamper Drive

The arrival of Christmas time is hard to ignore. For all of us at the GladAfrica Foundation, it is a time for Family, Giving and Love. As a result, we have made an annual commitment to never miss an opportunity to bless someone during this period. To all of our donors, we extend a special thank you for your continuous generosity and support for this initiative. It is because of your contributions that we are able to generate the impact that we see in our communities.



The Orphaned and the Elderly

The blanket drive occurs annually to benefit the elderly and orphaned community at various homes.

The foundation with the support of GladAfrica Group employees donates blankets, night gowns, slippers, socks and hampers. During this time food parcels are also distributed across special centres.



Our main objective is to undertake strategic projects that contributes to socio-economic development. Our vision is to be a credible game-changer in eradicating poverty through education and community upliftment.

The Foundation seeks and encourages innovative, differentiated approaches to creating environments that will empower communities and sustainably transform the livelihoods of those living in poverty.



Tlhaloganyo Primary School

The Foundation identified the *Tlhaloganyo Primary School in Hammanskraal*, located on the outskirts of Pretoria, as a school burdened with major challenges, including poor infrastructure, unacceptable classroom conditions, broken chairs and desks, amongst others.

We visited the school to deliver a donation of tables and chairs for the classrooms, which has significantly improved the learning environment for more than 260 students



Denver High School Matriculants' Motivational Talk

We hosted a motivational talk together with a team from GladAfrica Group, some of whom were invited as keynote speakers. The speakers were selected from the different divisions within GladAfrica, with the purpose of inspiring the learners and sharing real-life stories of courage, perseverance and focus.

Our intention was to show the matriculants that they are capable of becoming professionals, leaders or entrepreneurs, and that they should not be limited by only one field in which they desired to work. We wanted to encourage them to realise that their circumstances are not permanent, nor do they define their tomorrow.

GladAfrica's life-changing story is that nothing is impossible, if you believe. What better way to draw inspiration than from the real stories of ordinary people who are doing extraordinary things, realising success and creating a positive impact for our society.

For more information go to www.gladafoundation.com.

Working for GladAfrica



Portia Sibanyoni

Electrical Engineering Intern
and GladAfrica Bursary Recipient

Portia was awarded a bursary by the GladAfrica Foundation in 2016 to pursue her passion in electrical engineering. She has a BSc (Eng) degree in Electrical Engineering from the University of Witwatersrand. Portia, who is currently employed as an intern electrical engineer at the company, is also registered with the Engineering Council of South Africa (ECSA) as a candidate engineer.

Describe your journey at GladAfrica and how the company has assisted you in realising your vision?

GladAfrica Group has made my vision of becoming an electrical engineer a reality when they granted me a bursary after I completed Grade 12 in 2016. It especially helped that I was afforded an opportunity to work at GladAfrica Group and PLP Africa Group during my school holidays. I managed to gain real-life experience and get clarity on the world of electrical engineering. GladAfrica Group has not only financed my studies but also provided me with support through mentorships to help me succeed in my career so far. With the support that I received from the company, my school and family, I have pulled through all the difficulties of my academic journey and I obtained my degree in four years.

What projects have you been involved in since you started working for the company as an intern?

I started working at GladAfrica in January 2020 as an electrical engineering intern. I was appointed to work full-time on a hospital assessments project. I conducted site investigations and exam design drawings, amongst other things. I assessed the condition of electrical equipment and installations at the various hospitals, and compiled conditional assessment reports for compliance standards. I was site-based and travelled throughout South Africa, which was a great experience. However, the project was affected by the COVID-19 pandemic and ground to a halt for a few months. I used the time during lockdown to familiarise myself with

the early stages of the design work in the project. Thankfully, we resumed our assessment work for hospitals a few months ago, although under strict Covid-19 regulations.

What are your observations of GladAfrica Group?

I am grateful that a company of GladAfrica's stature saw something in me and decided to invest in my future. I will use that same energy and belief to give back to my country in a positive way.

I plan to be registered as a Professional Engineer with ECSA in the next three to five years. GladAfrica Group is one of the fastest growing black-owned consultancy firms in South Africa, delivering services in the built environment and I am proud to be part of the team. It also offers opportunities for goal-driven learners from disadvantaged backgrounds to access the bursary programme, of which I was a beneficiary. This programme greatly shapes the future of many learners - and South Africa at large. The growth of the company means the creation of job opportunities and the provision of excellent quality services to clients. It is a brand that I believe in and one for which I am proud to be of service.

A conducive environment for growth and development.



Tasha Bezuidenhoudt

Executive: Legal

Tasha is a legal professional with a diverse background and more than 10 years' experience in the Legal field and practice. She is a LLB graduate from the University of Pretoria who has gained advanced experience in legal compliance, corporate governance, litigation, regulatory compliance, risk management, project management and commercial drafting. Tasha has demonstrated expertise in managing internal and external counsel, streamlining processes for quality and performance management as well as mitigating contractual risk and exposure to the business.

Early years

I started working at GladAfrica in 2016 as a Senior Legal Advisor. Due to a few changes in management at the time, I had to quickly step up and manage the legal department on my own for a period of seven months in 2017. Some of my key responsibilities was to draft and negotiate various commercial and construction/engineering agreements, advise on company claims, tender reviews, contracts and risks, among others. In January 2019, I was promoted to Legal Executive.

GladAfrica Group Then Vs. Now

When I first joined GladAfrica, I recall how much smaller the business was at the time, when we celebrated 100 projects in 2016. The phenomenal growth that I've witnessed in my almost five-year tenure is not exclusive to the growth in revenue, projects and skills we have but more so in our leadership. I've had the opportunity and privilege to work closely with some of the best leaders who've developed me and pushed me to become a better leader, team player and person.

GladAfrica has grown 200% in the past few years, which is extraordinary for the industry.

How does your current role contributing to the success of GladAfrica?

Any business on the growth path of a company like GladAfrica requires hands-on legal management and risk mitigation. I am involved in corporate and operational aspects of the business as well as the

technical business units. Because we believe in developing our employees, we have adopted a hands-on approach and an open-door policy in Legal to ensure a constant transfer of skills to provide legal training on lessons learnt to ensure our technical teams are upskilled and developed throughout their employment with GladAfrica.

I believe I am a vital part of the executive team and the company as a whole because I have an intricate understanding of our business, strategy and industry. I also have a wealth of in-depth knowledge of the company as a whole, our policies and procedures and our projects.

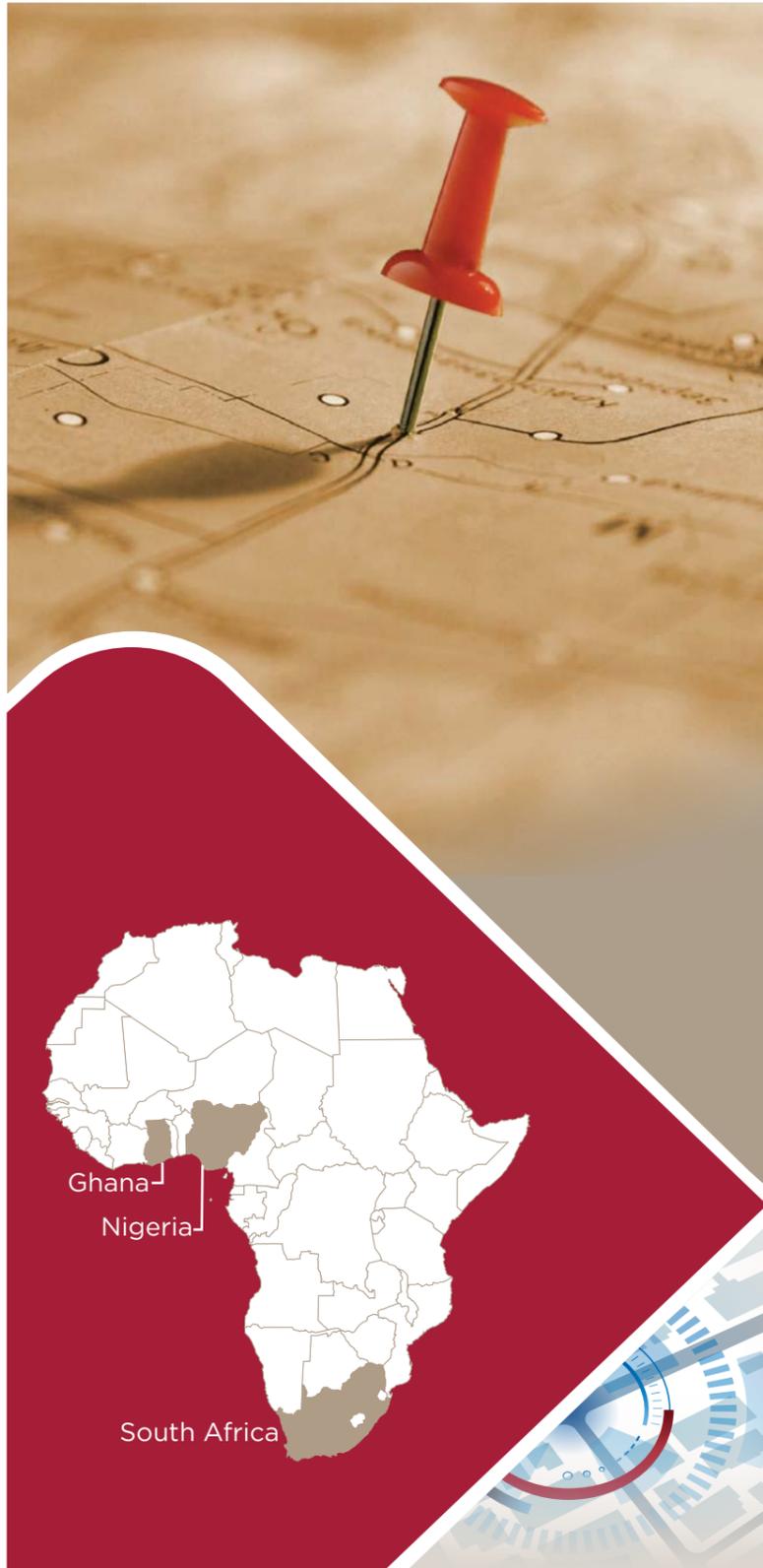
Where do you see yourself in the company in a few years?

As part of the Executive team, I want to continue ensuring the culture and strategic objectives of GladAfrica are maintained and exceeded. I also want to assist with the business development initiatives that we are pursuing throughout Africa to ensure that GladAfrica continues to engineer history - not only in South Africa, but in the whole of Africa. I want to contribute to making an African-owned company a force to be reckoned with for any international consultancy, while matching in skills and experience.

What do you love about GladAfrica?

I love the People. Our employees differentiate who we are. The perseverance, resilience and passion of our leadership and employees are what stands out to me.

Geographic Footprint



Head Office : Johannesburg

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Hertford Office Park,
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West, Ikoyi, Lagos, Nigeria
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Ghana

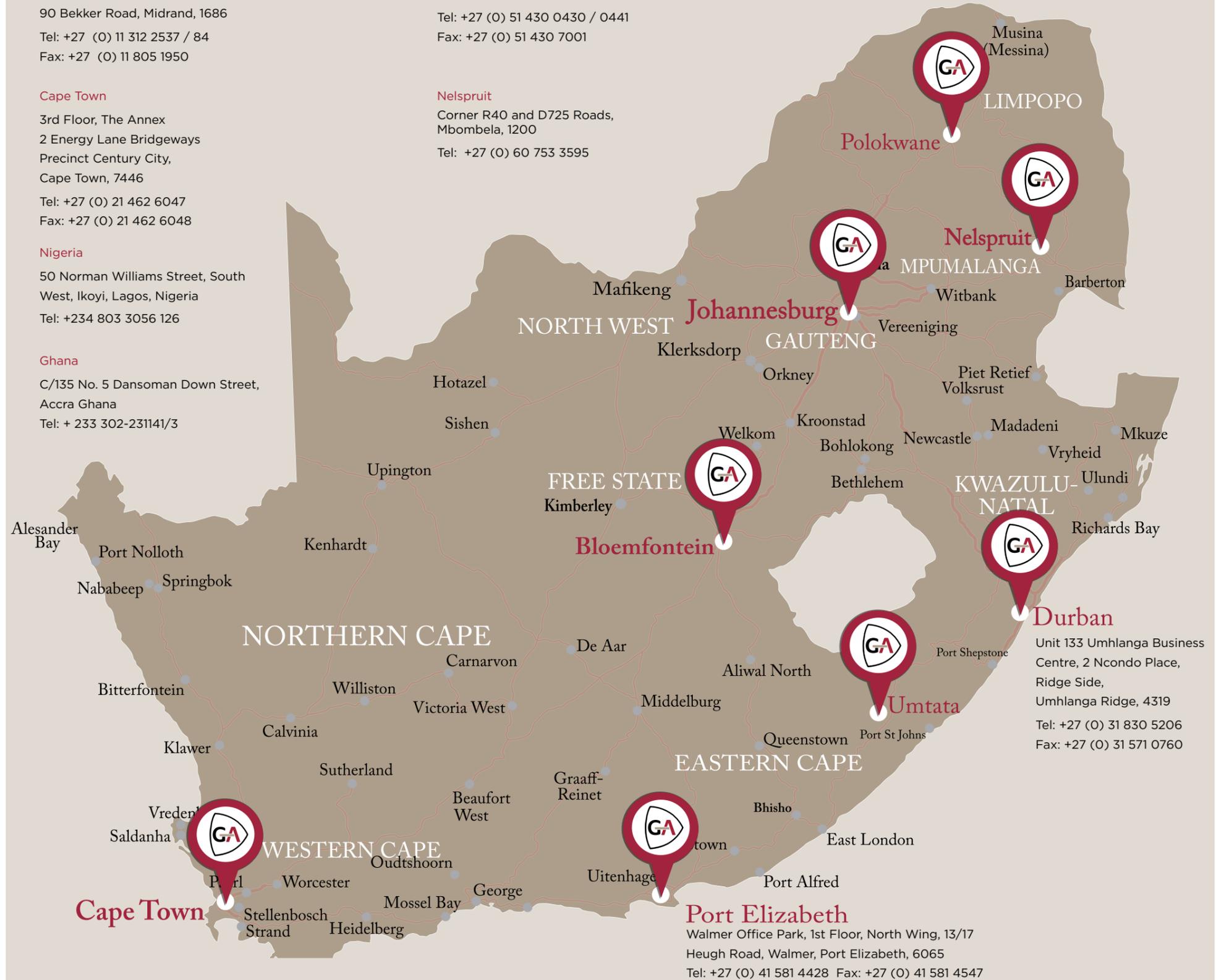
C/135 No. 5 Dansoman Down Street,
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Bloemfontein

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Heugh Road, Walmer, Port Elizabeth, 6065
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Midrand head office



3

Company details

Registered name	GladAfrica Investment Holdings (Pty) Limited	
Trading name	GladAfrica Group	
Company reg no	2019/561937/07	
Directors	N Mashaba	<i>Executive chairman</i>
	G Albertyn (Pr Eng. AAArb)	<i>Independent non-executive deputy chairman</i>
	KC Lebese	<i>Group chief executive officer</i>
	K Hlongwane (CA (SA))	<i>Group chief financial officer</i>
	S Naidoo (Pr CPM, ACPM, ASAQS)	<i>Chief operating officer</i>
	K Pillay BSc Eng, BCom, MBA, PrEng, Faarb	<i>Managing director: technical services</i>
	M Maponyane (ACIS, MDP)	<i>Independent non-executive director</i>
	M Claassens (CA (SA))	<i>Non-executive director</i>
	K Mayayise (Pr Tech Eng. Pr CPM)	<i>Non-executive director</i>
	NW Mashaba (CA (SA))	<i>Non-executive director</i>
	K Hinrichsen (BSc, LLB)	<i>Company secretary</i>
Ownership	100% owned by Noel Mashaba	
Registered address	GladAfrica House, Hertford Office Park, Block G, 2nd & 3rd Floor 90 Bekker Road, Midrand, 1686	
	<i>Tel: +27 11 312 2537</i>	
	<i>Tel: +27 11 312 2584</i>	
Physical address	GladAfrica House, Hertford Office Park, Block G, 2nd & 3rd Floor 90 Bekker Road, Midrand, 1686	
	<i>Tel: +27 11 312 2537</i>	
	<i>Tel: +27 11 312 2584</i>	
Bank	Standard Bank of South Africa Limited	
	<i>Tel: +27 11 655 9033 0860 123 007</i>	
Auditors	Rakoma and Associates Incorporated	
	<i>Tel: +27 11 463 5781</i>	
Insurers	Santam Business Insurance (R250 million cover)	
	<i>Tel: +27 12 362 4060</i>	
Attorneys	Schindlers Attorneys, Notaries and Conveyancers	
	<i>Tel: +27 11 448 9600</i>	
B-BBEE rating	Level 1	
Financial year-end	February	

We engineer history



www.gladafrica.com