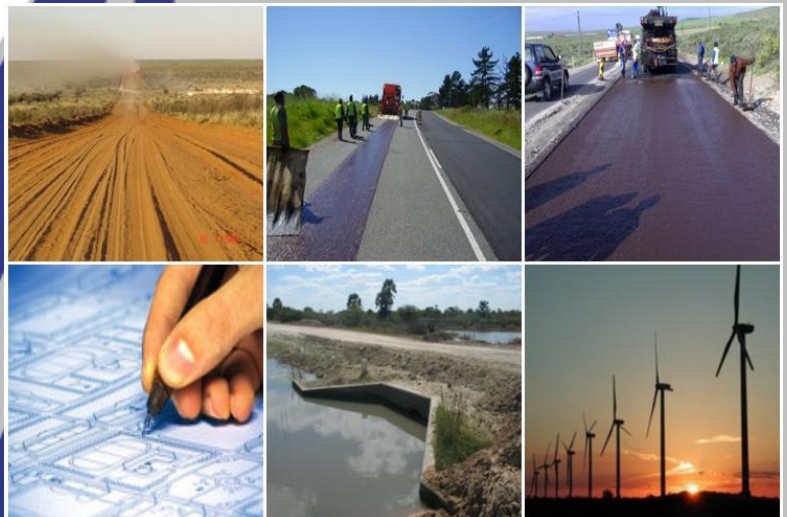


Element Consulting Engineers 2017



A FIFTH DIMENSION TO ENGINEERING



Element Consulting Engineers

Company Overview

Element Consulting Engineers, (Registration No 2002/444) is a firm of multi-disciplinary Consulting Engineers. The company is young and dynamic and with an average age of 33 years old for all its employees it is evident that since 2008 mostly young engineers were appointed. They were being mentored and trained to become Professional Engineers and most were now ready to become the new Shareholders and young Management team for Element. Our head office is in Windhoek, with an office in Ongwediva and the recently opened office in Swakopmund that will serve the Coastal/Erongo region.

Element Consulting Engineers is active in the fields of civil, water and sanitation, township and municipal engineering, roads, structural, mining infrastructure, electrical and mechanical engineering, as well as project management and property development.

- 40% PDP Management
- Staff Complement of 35 of which 30 are Namibian
- Engineering Bursary Scheme since 2008
- Joint-Ventures and Technical Exchange with Consulting Firms owned by Previously Disadvantaged Namibians.
- Corporate Social Responsibility projects

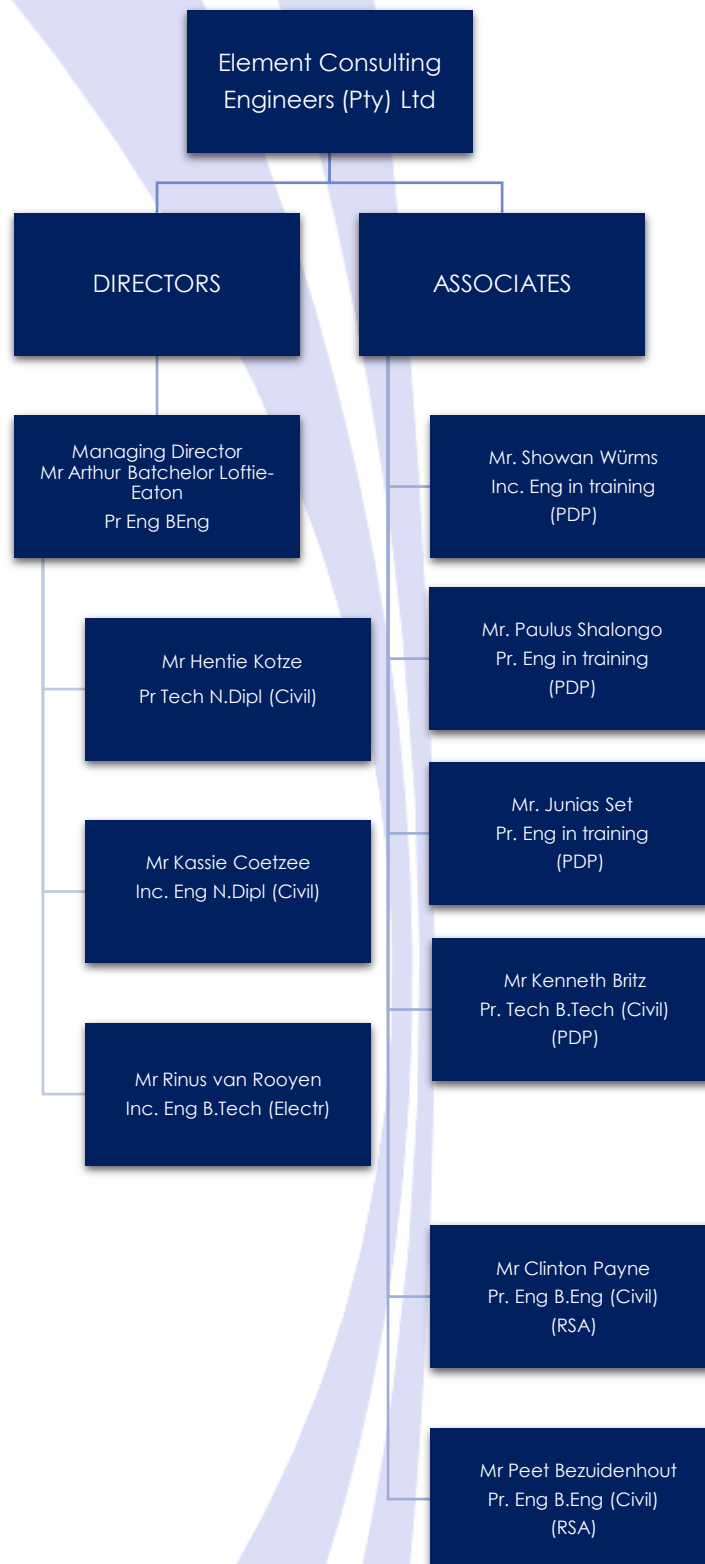
The Company strives to achieve excellence in all the services it provides and to provide meticulous attention to detail whether projects are large or small. It is an independent company with no obligations to or ties with any commercial concern which could influence the professional judgement, recommendations or decisions given by the Company.

Associations

Our personnel are members of a variety of professional and voluntary associations, including the following:

- Engineering Council of Namibia (ECN)
- Engineering Council of South Africa (ECSA)
- South African Institution of Civil Engineers (SAICE)
- Association of Consulting Engineers Namibia (ACEN)
- Engineering Professions Association Namibia (EPA)

Management Structure



The company is 100% Namibian owned, with PDP management at 40%.

Management



Batch Loffie-Eaton
Managing Director



Hentie Kotze
Director: Northern Office



Rinus van Rooyen
Director: Elec/Mech



Kassie Coetzee
Director: Structures



Junias Set
Associate: Roads & Transport



Showan Würms
Associate: Structures



Paulus Shalongo
Associate: Roads & Transport



Clinton Payne
Associate: Roads & Transport



Peet Bezuidenhout
Associate: Roads & Transport



Kenneth Britz
Associate: Structures

HARAMBEE PROSPERITY PLAN (HPP) efforts from Element

1. NEW EQUITABLE ECONOMIC EMPOWERMENT FRAMEWORK (NEEEF) COMPLIANCE:

- PDP Management in Element Consulting Engineers = 40%

2. AFFIRMATIVE ACTION COMPLIANCE:

- The Element Affirmative Action Plan was submitted annually for the past three years and was approved as compliant with the Affirmative Action (Employment) Act, 1998.
- Element Consulting Engineers has since its establishment, adhered to an Empowerment and Affirmative Action Policy that included real, meaningful transformation at all staff level in the organization.

3. BURSARIES & INTERNS:

- Since the inception of the Element Bursary scheme, bursaries to both full-time and part-time students in Engineering disciplines amounted to N\$1 431 477.46.
- Annual budget for bursaries amounts to approximately N\$300 000.00.
- Employees are encouraged to further their studies through bursaries awarded for part-time studies.
- Interns are welcomed and assisted as long as there is enough office space available.
- Annually Element provides Merit Awards to the amount of N\$30 000.00 to the best performing Engineering students from NUST.

4. TRAINING (2015/2016):

- Namibia Training Authority (NTA) VET levy contribution to date: N\$320 110.73
- Budget for external training for employees amounts to N\$150 000.00 per year.
- All Engineering employees are enrolled in the Element Monitoring program to assist young engineers with their Professional Registration.

5. SOCIAL RESPONSIBILITY:

- Element management and staff are involved in various projects in Namibia inter alia assistance to schools and individuals from poor communities.

Bursaries, Employment Equity & Affirmative Action policy

Increased representation by previously disadvantaged practitioners in the engineering industry could only be achieved by advancing the development of previously disadvantaged individuals (PDP's). By providing jobs and training opportunities to those with the potential to become engineers, engineering technicians and managers in the engineering industry, Element has succeeded in finding suitable candidates for our new Management structure.

Since the inception of our Bursary Scheme, we have been fortunate to be introduced to young people with good character who were recipients of bursaries from Element. We are also glad to report that some of our new PDP management are long-term employees of Element and previous recipients from the Element Bursary scheme. We strongly believe that providing management responsibilities to our long-serving employees is responsible and true empowerment:

- **Paulus Shalongo** was awarded a full Element Bursary for the 2010 and 2011 study years. He completed his B. Eng. degree from the Polytechnic of Namibia (NUST). He received practical exposure at Element during holidays and off-periods and he was assisted financially with a monthly student allowance. He has been appointed as full-time employee with Element Consulting Engineers as Engineer-in-training from January 2012. Paulus should be able to register as Professional Engineer soon and he will form part of the Element management team as Associate from 01/11/2016.
- **Kenneth Britz** joined the Element team August 2014 and with the assistance of an Element bursary, studied part-time for his B-Tech qualification. Kenny is registered as Engineering Technician and will after more years of experience be able to register as an incorporated Engineer. He will form part of the Element management team as Associate from 01/11/2016.

Scope of Multi-Disciplinary Services Offered:

- Project Management
- Contract Management
- Systems Engineering
- Quality Management
- Project Life Cycle Management
- Project Risk Management

Project Management



- Cost Estimates
- Bill Of Quantities
- Tender And Contract Documents
- Contract Award And Administration
- Construction Monitoring And Supervision
- Dispute Resolution, Claims Evaluations And Construction Adjudication
- As Built Records And Drawings

Contract Management & Administration



- Project Investigations
- Project Planning:
 - Critical Path Analyses
 - Programming Of Activities
 - Organization and Co-ordination
 - Community Liaison
- Financial Control:
 - Cost Estimates
 - Cost Projections And Reports
 - Subsidy Applications
 - Cost Control

Facilitation & New Business Dev.



- LV, MV and HV Services
- Standby Power Systems
- Lighting
- Lightning and Surge Protection
- Access & Time Control Systems
- CCTV Surveillance Systems
- Fire Detection & Extinguishing Systems
- Communication Systems
- Internet Services Distribution
- Measurement & Distribution

Electrical & Electronic Engineering



- Building Services:
 - HVAC
 - Fire Protection
 - Hot and Cold Water Reticulation
- Lift Specifications
- Project Engineering
- Plant Engineering:
 - Plant Layout
 - Product Conveyance
 - Equipment Design

Mechanical Engineering



- Bulk Infrastructure
- Commercial Developments
- Industrial Developments
- Residential Developments
 - High Income
 - Low Cost Housing
 - GAP Housing
- Country and Residential Estates
- Transport Networks
- Railway lines & Sidings
- Sport complexes & facilities
- Airports

Civil Infrastructure Engineering



- Bulk Water Supply
- Bulk Sewage Systems
- Stormwater Systems
- Pipelines
- Treatment Works
- Stormwater Floodlines
- Hydraulic Structures
- Master Plan Investigations
- Agriculture/Irrigation

Water & Sanitation Engineering



- Civil Structures
- Buildings:
 - Commercial Developments
 - Industrial Developments
 - Residential Units
- Bridges
- Water Retaining Structures
- Treatment Plants
- Project Specifications

Structural Engineering



- Material Investigations
- Pavement Management Systems
- Geometric Design
- Pavement Design
- Drainage Design
- Contract Management and Administration
- Road Network Planning and Asset Management
- Feasibility Studies
- Permanent & Geometric Railway Design

Roads & Transport Engineering



- Dam Services
 - Embankment Dams
 - Concrete Dams
 - Tailings Dams
 - Pollution control dams
 - Off-channel storage dams
 - Retention & Attenuation dams
- Dam Safety Services
 - Dam Safety Evaluations
 - Dam Operations Manuals
 - Emergency Preparedness Plans & Dam break analysis

Dam Engineering Services



- Earthworks - Engineered Platforms and Terracing
- Access and Haul Roads
- Bulk Water, Fire, Process and Sewerage Services Infrastructure
- Stormwater flood attenuation and control Infrastructure
- Mining Building and Civil Infrastructure
- Security, Access Control & Communications
- Electrical, Control and Instrumentation
- Contractors and Permanent Employees Residential Developments and Camps

Associated Mining Infrastructure



Project Implementation & Public Private Partnerships

Due to the complexity of many engineering projects, the structuring of the project team is of utmost importance. Element Consulting Engineers provides a one-stop service including all the specialist disciplines required.

Implementation consists of the following phases:

- Planning and feasibility studies
- Procuring private funding
- Preliminary design and estimates
- Detailed design, drawings and documentation
- Tender process, evaluation and recommendations
- Contract award and administration
- Construction monitoring and supervision
- Project management

Project Portfolio

Extract of Recent Projects



Flood line determination for new Development in Otjiwarongo: Civil Engineering



New Warehouses in Southern Industrial – Bulk Earthworks : Civil Engineering



New Residential Development in Rocky Crest – Storm water Channel: Civil Engineering



New Residential Development in Rocky Crest – 1050mmØ Storm water Pipe: Civil Engineering



Earthworks for new warehouses in Lafrenz: Civil Engineering



Business Combined Development : Geotechnical, Civil and Structural Services

Extract of Recent Projects Continued



Upgrading of DR3668 to bitumen standards between Epako and Omuvelo Wakashamane



Labour based construction of DR3683



Upgrading of MR121 to bitumen standard between Oshigambo and Eenhana



Reseal of the Namibian surfaced road network from 2012 to current



Upgrading of TR14/2 (Phase 1) to bitumen standards between Otjinene and Okamatapati



New Road Fund Administration Building: Geotechnical, Civil and Structural Services



St. Pauls College- Institutional Development : Geotechnical, Civil and Structural Services



Weaver's Nest- Residential Development : Geotechnical, Civil and Structural Services



Eagles Views, Residential Development:- Geotechnical, Civil and Structural Services



Upgrading of DR3611 to bitumen standards between Oshikuku and Okalongo



Upgrading of DR3515 to bitumen standards between Oshikuku and Onamutuku (Omusati Region)



Directorate of Auxiliary Service, Mariental
HVAC, Plumbing, Fire Protection, Gas Suppression, Electrical, Access Control, CCTV, Electric Fence, Data Infrastructure.



Mega Centre, MV, LV, Lighting and Small Power, Emergency Power



University of Namibia Performing Arts. Fire protection, HVAC and Electrical Refurbishment



Namibia Poultry Industries – LV Distribution and Internal lighting and Power

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