

NYONJORO EAST AFRICA LIMITED



COMPANY PROFILE



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Executive Summary

Introduction

NYONJORO EAST AFRICA LIMITED is a Building, Electrical Mechanical, and Civil Works Construction Company incorporated under the Companies Act of Kenya in 2010 and registered with the National Construction Authority Buildings, Roads and Water Engineering and with its operation based in Nairobi, Kenya.

The company engages in construction projects throughout the country and has the vision to expand to the greater Eastern Africa Region. The company engages across both the public and private sectors. Further to construction, the company also undertakes transport contracts, hire-out of machines and equipment, and supply of building and construction materials. In providing our services, we endeavor to deliver beyond client expectations and satisfy our clients while rewarding all the stakeholders.

Company's Vision

To develop a leading international values-based business engaged in the provision of construction and engineering services.

Company's Mission

To satisfy our clients by offering high-quality construction services by engaging qualified specialists, quality materials, and equipment.

We will pursue this ambition by;

- ◆ Anticipating and responding to the future needs of our clients**
- ◆ Taking a broad, long-term view of our relationship with customers.**
- ◆ Striving for continuous performance improvement and demonstrating professional excellence in all our activities.**
- ◆ Encouraging our people to develop and contribute to their full potential.**

Operational Principles

Relationship with Business Partners

NYONJORO EAST AFRICA LIMITED has built a high-quality business focus on worthy works and long-term relationships with all our clientele and sector leaders. They include Private Developers and Individuals, Churches/ Faith-Based Organizations, Community Based Organisations (CBOs), Non-governmental Organizations (NGOs).

Expertise

With its unique expertise in the Built Environment/ construction industry, environmental engineering, project delivery, and support services, NYONJORO EAST AFRICA LIMITED with its clientele to create and maintain more productive and sustainable capital assets.

Growth and Sustainability

`Principal goal' is sustainable earnings to the growth and creation of value for all its stakeholders by fully exploiting its technical expertise, geographical coverage, and strong clientele base. The company will capitalize on opportunities to expand its client's relationship and market share in property agency, property ownership, and related businesses to construction in Kenya and, eventually, the rest of Africa.

Our Statement of Commitment

We acknowledge our fundamental responsibility to conduct our operation in a manner consistent with building an internationally reputable organization is a commitment to all key stakeholders. Within this framework, we acknowledge the following responsibilities to our immediate stakeholders;

To our Clients

To work closely with them, to understand and help them address their current and future needs, delivering high-quality value for money solutions through our efforts and those of our key supply partners.

To our Employees

To offer competitive terms of services, encourage personal and career development on an equal opportunity basis, and promote dialogue as a way of evolution and progress. To promote high standards of health and safety, respect employment rights, and provide a workplace that is free from harassment.

To Shareholders and Stakeholders

To seek to achieve the best returns on their investments that markets will allow and provide them with accurate and timely information and the company's performance. To manage the affairs of the company through responsible and effective corporate governance, identifying and managing the risks inherent in our activities on an on-going basis.

Core Business Principles and Values

In meeting our responsibilities to stakeholders, we as a company and as individuals uphold the core business principles set out here.

Entrepreneurial Spirit and Management Rigor

NYONJORO EAST AFRICA LIMITED is a medium-size company providing a wide range of services across various sectors and geographical locations. To ensure the continuous development of our staff, management, and business at large, we encourage an entrepreneurial approach through the decentralization of decision-making within a clearly defined policy framework.

This approach offers "local" managers and their teams, the opportunity to take responsibility for deciding how to achieve their business targets within the parameters the company has set as its basis for corporate governance.

Health and Safety

We pursue an absolute goal of causing no harm to our employees or those affected by our activities. We, therefore, implement effective health and safety management systems, encourage and promote the adoption of safe working practices and engage our people and business partners in driving continuous performance improvement. In all our workshops and sites, we ensure that supervisors and workers put on safety gear to avoid injuries and also to promote industrial safety regulations and standards.

Openness and Transparency

Openness and transparency are values underpinning all aspects of our external and internal relationships. We build trust in clients, shareholders, and other interested parties through the provision of accurate and reliable information. We foster teamwork and encourage synergies across the company through the sharing of knowledge and the best practices.

We pursue an absolute goal of causing no harm to the environment. We implement an effective environmental management system, encourage and promote the adoption of environmentally sensitive practices, and engage our people and business partners in driving continuous performance improvement.

Ethical Business Conduct

Our relationships are underpinned by our reputation for being reliable, trustworthy, and fair. We apply consistently high standards of ethics in all we do acting in a way that meets or exceeds legal standards, meeting our contractual commitment, avoiding conflicts of interest, keeping company data accurate, confidential, and secure and abstaining from all forms of unethical practices.

Cultural Diversity in the Workplace

We value the cultural diversity of our people and respect their rights by ensuring that we are an equal opportunity employer and non-discrimination in the workplace while upholding the rule of law in the various jurisdictions we operate in. Our staff members are afforded a fair opportunity to respond to actions and decisions affecting them in the workplace and to confidentiality relating to personal data held by the company.

Community Support

We will support the local and regional communities in which we work. We engage in consultation on matters of importance to them connected with our activities and seek to contribute to their economic and social wellbeing, within the framework of local laws and in context with the company's roles and responsibilities.

Innovation

Professionalism underpins all our activities. Besides, we demonstrate a dynamic and co-operative approach, helping customers in their search for new solutions and methods of working. We believe innovation and creativity are essential for the future of the company by enhancing our capacity for growth and progress.

Our Services

We provide a wide range of services to ensure that we can meet any demand placed on us by our clientele. As a provider of Building & Civil Works and facilities services solutions, NYONJORO EAST AFRICA LIMITED helps generate value for clients through the life of their capital assets. We develop and deliver solutions that align with the clients' business needs and objectives, from solutions for single disciplines to total facilities management, and cover for individual buildings to multi-site portfolios.

We have divided our service provision sections into three categories as discussed in the paragraphs that follow;

Construction and Infrastructure

In our Construction and Infrastructure Services, NYONJORO EAST AFRICA LIMITED provides virtually any type of construction and engineering services, including building, roads, and civil works, to the satisfaction of our clients. Our services are broken down into the following broad categories: -

1. Building:

We construct buildings for Private Institutions and Investors, Government, and Residential houses across the board. We have gained vast experience in this area, as is demonstrated in Section 3: Our Selected Experience.

2. Roads:

In the Roads Section, we construct the following key categories.

- a. Tarmac
- b. Marram and Weather Roads
- c. Bridges
- d. Foot Paths

3. Water:

In the Water Section, we mainly focus on key areas.

- a. Irrigation Schemes
- b. Water Supply Systems
- c. Dams
- d. Sewerage Systems

Our Selected Experience

NYONJORO EAST AFRICA LIMITED has continued to build its brand name through the successful delivery of all jobs contracted. This section of our Company Profile seeks to demonstrate our proven track record and capability to deliver any assignment based on the assignments that we have undertaken.

NYONJORO EAST AFRICA LIMITED can effectively and efficiently identify, design, implement, and appraise Security projects of whatever size and nature.

CORRUPTION POLICY STATEMENT

NYONJORO EAST AFRICA LIMITED, which subscribes to the policy of zero tolerance to corruption, is committed in the fight against all types of corruption and recognizes the fact that corruption eradication is the responsibility of everyone in the organization. NYONJORO EAST AFRICA LIMITED also recognizes that Corruption practices can adversely affect the reputation and resources of the organization. Both the management and staff, as well as the stakeholders, have a responsibility to fight corruption. The Management of NYONJORO EAST AFRICA LIMITED will ensure that proper measures are put in place to eradicate all forms of corruption. This policy seeks to provide a framework for efficient and effective detection and prevention of corruption at the workplace. To this end, NYONJORO EAST AFRICA LIMITED has developed a corruption prevention plan to guide it in the identification of corruption-prone areas and ways of dealing with the cases if and when they occur. The management is committed to ensuring that corruption cases are dealt with decisively, and any member of staff suspected of any involvement in corrupt activities will be compelled to step aside as investigations into the corruption are being carried out.

This policy document is, therefore, very important and will be brought to the attention of all the employees of the organization as well as the stakeholders.

CEO

NYONJORO EAST AFRICA LIMITED