



WELWITSCHIA  
INDUSTRIAL SERVICES  
NAMIBIA (PTY) LTD

**EXCELLENCE**  
THROUGH PEOPLE  
with a proven track record



A PART OF  
WELWITSCHIA  
SERVICES GROUP

# INTRODUCTION

Welwitschia Industrial Services Namibia (Pty) Ltd, formerly known as Welwitschia Labour Solutions Namibia, was established on June 1st, 2017. Our core objective is to provide exceptional service to corporate and private sectors in the outsourced labor market.

We operate with a deep commitment to the values of **honesty, integrity,** and **loyalty,** aiming to enhance Namibia's economic landscape through efficient service and impactful workforce development.

## OUR VISION

To be Namibia's leading Outsourced Labour Solution company.

## OUR MISSION

Dedicating ourselves to providing world-class solutions and services through African expertise, by constantly remaining open to learning and adopting the principle of **"best practice"** benchmarked from the greatest labour solution in the world.



# ETHOS

Our company culture has a deep-seated respect for all people, customers, colleagues, suppliers, and fellow Namibians. The culture of the company has a deep respect of all clients, employees, suppliers, and Namibian citizens.

Our employees are our most valuable assets, we constantly invest in their training and development of their skills. We are dedicated to creating opportunities for previously disadvantaged Namibians. This principle is at the heart of our employment and procurement policy.

## Honesty and Integrity

Our operations are grounded in transparent, ethical practices.

## Loyalty

We are committed to our duties and the well-being of our stakeholders.

## Empowerment

We prioritize creating opportunities for previously disadvantaged Namibians through employment and procurement policies.

NPPC (NAMIBIA PREFERENTIAL PROCUREMENT CORPORATION)

**82.02%**  
GOOD LEVEL CONTRIBUTION



**100%**  
NAMIBIAN OWNED

# THE PEOPLE BEHIND WELWITSCHIA INDUSTRIAL SERVICES NAMIBIA



JOHAN A PENDERIS



GLORY S ZISENKWE



ROBERT KAMBONGARERA



BERNARD A SHIMANYA



MATHEUS MUMBALA



GLENN G SCHLÜTER



REINOHOLT MWATILIFANGE



DIRK JA VAN SCHALKWYK

# WORKPLACE DEVELOPMENT

The Board of Directors of Welwitschia Industrial Services Namibia (Pty) Ltd are dedicated to:

 <p><b>Support</b> Namibians become fully autonomous in every aspect of their lives.</p>	 <p><b>Strengthen</b> local communities where the company operates through well-organised training and education programs.</p>	 <p><b>Create</b> self-held programs, so that participants become competent and successful leaders.</p>	 <p>Create meaningful employment <b>opportunities.</b></p>
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# TRAINING AND DEVELOPMENT

Welwitschia Industrial Services Namibia (Pty) Ltd has under its Human Resource (HR) department a designated training and development sub-division.




This subdivision is mandated with the responsibility of imparting knowledge and skills to all our employees through capacity building platforms such as seminars/workshops and on the job training. Training is done with the aim of empowering our employees and further

developing their skills which helps them to forge a better life even outside their work environment. It is worth mentioning that training is compulsory for all employees, from management to junior staff.

The company has a professionally qualified trainer and when the need arises it also sources for external expertise. During the period February 2022 to February 2023 our Group has trained a total of 611 (98%) employees.

Training Modules				
Customer service/care	Leadership and management	Workplace communication	Employee vs Supervisor relationship	
Health & Safety	Code of good conduct	Social media Policy	Confidentiality and non-disclosure agreement	Grievance procedures

# OUR EXPERIENCE AND CAPABILITY

Current	Completed		
 <b>285</b> Swakop Uranium (2018 - Current)	 <b>103</b> Simbisa Group (Pty) Ltd (2017 - 2018)	 <b>95</b> Vedanta Skorpion Zinc Mine and Refinery (2018 - 2020)	 <b>88</b> Shell Licensee (2020 - 2024)



## HUSAB MINE SERVICED AREAS

WIS provides a staff complement of 241 employees.

### 1. Plant Processing

WIS provides Industrial Cleaning Services to Swakop Uranium's Processing Plant. These services were extended from the Aggregate Area right through to the Processing Plant to the Tailings Area.

#### Summary of scope of work:

Plant housekeeping	Chutes Cleaning Unchoking pipes
Panel cleaning and Panel changing	Leach tank, CCD tank, IX trains cleaning

#### Areas serviced

Aggregate area	Primary crusher area Stockpile area
Pebble crusher area	Milling area
Pre-leach & Leach area CCD area	IX - Ion extraction area
SIX - Solvent extraction area	Tailings area
Final product recovery (FPR)	Sulphuric acid plant

Pyrolusite batching plant	Pyrolusite storage area
Reagents area	PLS pond & barren liquor pond
Ferrous sulphate storage area	Ferrous sulphate batching plant

#### Equipment provided



8 x Bobcats



2 x Tractor-Loader-Backhoe (TLB)



6 x Tipper Truck



4 x Front Wheel Loader



1 x JCB (Adhoc basis)

### 2. Mining Assistants

WIS provides manpower service for supporting the mining operations. WIS is responsible for:

Mining Utility Works	Maintenance of Drilling Ground Engaging Tools (GETs)
Maintenance of Drilling Ground Engaging Tools (GETs)	Geology and Exploration equipment maintenance
Ore spotting Exploration, Resource and Production drilling	Screening and Sampling of blastholes
MRM Ad Hoc duties.	



**Mining & Mrm Assistants**

**Project:** 24 Months Project

**8 x Artisans Assistants** for Drilling GET Maintenance, Bit Grinding & Hammer Servicing: Fitters / Boilermakers/Mechanics with N3 & Driver's Licence Code CIE/C.

**39 x Assistants** for Drilling, Spotting, Hole Cleaning & Plugging: 30% With Driver's Licence Code B/Be.

**6 x Assistants** for Geology with Driver's Licence Code B/Be.

**Total staff: 57**

**Mmd Pcr & Ad-Hoc Work**

**Support:** 36 Months Project

- 2 x General Electrician
- 5 x Fitter
- 11 x Diesel Mechanic
- 3 x Auto Electrician
- 4 x Electricians HV
- 4 x Rigger
- 12 x Crane Operator
- 4 x Crane Assistant
- 1 x Storeman

**Total staff: 50**

**Gezhouba Mining Services**

**(Pty) Ltd (Husab Mine):** 6 Months

- 1 x Supervisor & Diesel Mechanic
- 2 x Auto Electricians
- 7 x Diesel Mechanic
- 4 x Fatigue Management System Monitors



**Total staff: 14**



**VIVO ENERGY LABOUR SERVICES**

WIS provided labour services to VIVO Energy and handles recruitment, management, and Industrial relations. WIS provided a staff complement of 69 employees, while at peak, WIS provided a staff complement of 112 employees.

WIS was responsible for the following services:

- |                      |                       |
|----------------------|-----------------------|
| Cashiers             | Cleaners              |
| Forecourt attendants | Admin supervisors     |
| Managers             | Quality Marshall      |
| Merchandisers        | Lubes bay supervisors |
| Car wash personnel   | Catering personnel    |







## SKORPION ZINC MINE AND REFINERY SERVICE AREAS

Welwitschia Industrial Services Namibia (Pty) Ltd (WIS) supplied 109 general workers and 6 operators to execute the plant cleaning services for the following areas within the plant:

Solvent Extraction Plant	Electrowinning Plant
Cast House Plant	Process – Day Shift

Comminution Plant	Leach Plant
Product – Day Shift Crushing Plan	

WIS was also responsible for providing the earth moving equipment:

			
1 x Bobcats	2 x Tipper Truck	1 x Front End Loader	1 x JCB (Adhoc basis)

## COMPREHENSIVE INDUSTRIAL & CONSTRUCTION SUPPORT SERVICES

Plant cleaning	Drilling assistant	Construction	Cutting and Welding	Ground breaking and Compacting
General Electrical	Hv Electrical	Crane Operators And Riggers Supply	Geology Assistant Supply	Equipment And Machinery Supply
Excavation Jobs	Hauling And Loading	Artisans Or Labour Supply	Shuttle and Transport Supply	Spray And Painting
Logistics, And Storage Control	Sewage And Waste Removal	Tire Fitment And Repair	High Pressure Cleaning Work	
Catering, Cleaning and Camp Management			Security Management Supply	
Land Servicing	Sewer Reticulation	Construction Services		

Mechanical, Electrical and Civil Works: Water Reticulation, Bulk Water Reticulation, HVAC, Fire Protection, Hearing Systems.

Energy Management: Power & Consumer Lines, Distribution Cabinets, Substations, Aggregates, Uninterruptible Power Supply (UPS)



## HIGH PRESSURE CLEANING SERVICES

Our High-Pressure machine produces pressures of up to 1000 Bar for high pressure cleaning of structures and installations without damaging the structure as often the case with sandblasting applications.

This service is extremely efficient and effective.

Wash Bay Services	Pin be Screens
Flocculant lines Leach Platforms	CV020 Walkway
Thickener Floc L EW Cooling Towers	Pickling Handrails
EW Cooling Walkway	SX Filter Columns
SX Mixer Settlers	Engineering



## SCAFFOLDING - SKY LIFT SAND BLASTING AND CORROSIVE CLADDING

In the construction and mining sector, our business is also able to provide industrial sand blasting, abrasion, and corrosive cladding applications.

In addition, we can provide height-working scaffolding and aerial services.

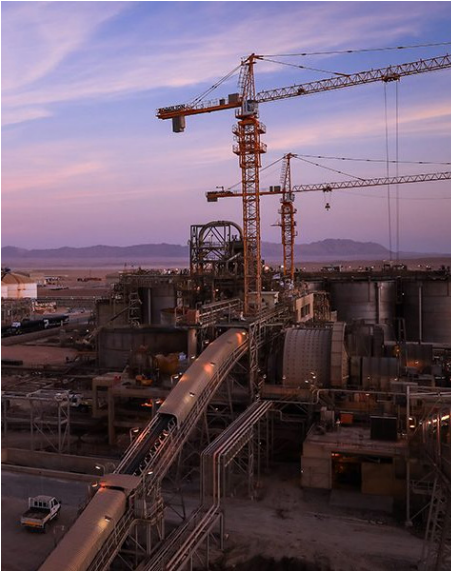
Our staff has many years of experience in these applications and deliveries of services, always in accordance with the highest international safety standards.

### Solutions:

Scaffolding	Aerial access platforms
Sand blasting and abrasion	Corrosive cladding



## REFERENCES



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**Ms Jessica Gabriel**  
Procurement Manager  
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**Provision of Labour for Mining and MRM Assistants:** Agreement Number: SU-2022-0181 (24 months period)

**Mr. Ndangi Joel Iyambo**  
SU Senior Resource Geologist  
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**Provision of MMD Manpower:** Agreement Number: SU-2023-0018 (36 months period)

**Mr. Zhang Huaifeng**  
SU Head of Department  
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**Provision of Haul Truck Repair:** Agreement Number: GMS-2023-001 (6 months period)

**Mr. Zengfeiyang**  
HOD: HR & Admin  
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## HEALTH AND SAFETY

### ENVIRONMENTAL POLICY

We are committed to running our business in a responsible manner so that impact on the environment is minimised and the well-being of all stakeholders, including the environment, surrounding communities and employees, is ensured.

Activities in this regard include staff training, operational processes, inputs used and products marketed. Sustainability in our commercial relationships is always actively encouraged.

### STANDARD OPERATING PROCEDURE (SOP'S)

All equipment used in the various operations need to be explained how to be used effectively and safely without possessing risks to the staff members who use this equipment. This is where the Standard Operating Procedures, or known as the SOPs, come in. The SOPs are in essence the how too manual for the equipment being used by the staff members.

There is a definition of the equipment, which immediately brings an understanding of what the equipment is and what it should be used for. The SOPs communicate the correct way to use the equipment in a safe way without possessing a risk to the user. Potential risks and hazards are highlighted which are related to the piece of equipment which is being used.

The SOP provides a guideline on how the equipment should be cleaned, ensuring that the staff remain safe during this practice as well keeping the equipment in good working order. Insight is provided on what PPE should be worn, if PPE is required, and what hazards should be identified when monitoring the equipment for potential maintenance issues.

### SHEQ

WIS believe that Health, Safety and Environment are the responsibility of all employees from top management down to the employees working on the ground.

WIS has developed the following manuals:

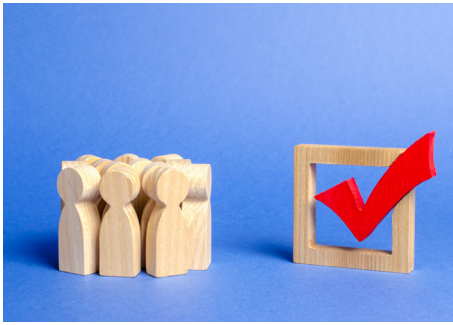
SHEQ Management Plan	SHEQ Manual
Baseline Risk Assessments	SHEQ Policies and procedures
ISO 9001 Compliance	Confined Space Policy Procedures
Environmental Policy	Quality Policy
HIV/AIDS Policy	Corrosion Protection Policy



Scaffolding Standards

# SHEQ ACCREDITATION

**NEBOSH** - General Occupational Health & Safety



**NEBOSH** - International Construction



**NOSA** - SAMTRAC



**ISO 9001**  
Quality Management System

**ISO 14001**  
Environmental Management System

**ISO 45001**  
Occupational Health & Safety



Scaffolding Erecting and Dismantling

Scaffolding Inspector

Asbestos Safety Management



First Aid Level A

Incident Investigation

Working at heights and confined space



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