

COMPANY PROFILE



SHANDU VIP SECURITY



COMPANY DETAILS

Company name : Shandu VIP Security
Registration No. : 2010/164109/23
CSD registration No. : MAAA 0528388
Psira registration No. : 2741515
Trading name : Shandu VIP Security
Sector/Core : Security Services
Company director : Mr. Nkosinathi Sithole

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ABOUT THE COMPANY

Shandu VIP Security is well established, PSIRA Approved Company and widely respected Security Guarding Company based at Kwa-Zulu Natal. We offer a wide range of private security services throughout provinces in The Republic of South Africa namely KwaZulu-Natal, Gauteng, Eastern Cape and Free State The most common applications in security guarding is for retail, commercial, industrial, building sites, concierge services, and front of house, door supervisors for the entertainment industry, Public & VIP events, close protection for well-known celebrities, mobile patrols, key holding, alarm response services, alarm and CCTV systems & much more.

Our fully trained and vetted uniformed security officers provide a high profile visual deterrent against intruders, shoplifters, vandals and undesirable peoples. It is our policy, that we exceed our customer's expectations, to the provisions of high quality security services



OUR VISION

To be a market leader within the security industry by showcasing quality security services and absolute commitment to our clients throughout Southern Africa and ultimately being the preferred security services company.

OUR MISSION STATEMENT

Our mission is to win the client for life. Shandu VIP Security aims to provide our clients with effective support, rapid response, state of the art technology and superior personalized service with a team of highly trained employees.





CORE VALUES

Our core values include, honesty, reliability, professionalism and accountability to our clients. All our employees are encouraged to work hard and be motivated at all times, whilst providing world class security services.

SERVICES PROVIDED

- Armed and Unarmed
- Guards
- Locking / Unlocking
- Service
- Key Holding Service
- Reception Security
- Alarm Response
- Sporting Events
- Door Supervisors
- Exhibitions
- Shopping Centres
- Building Sites
- Consultancy with Consultations
- Specialist Services & Body Guarding etc.
- Armed Response





HUMAN RESOURCES (HR) STRATEGY

As front-line representatives of the company, our guards are equipped with high quality uniform and take pride in their appearance. By paying above the industry average, we can guarantee above average service. As part of our recruitment process we check the backgrounds of all our potential security staff, going back as far as 20 years. Many come to us from the armed forces and we particularly welcome those with first aid skills or other relevant experience.

With regards to staff recruitment and placement, the company's HR strategy places a strong emphasis on the critical employee aspects like:

- Suitable relevant educational standard and experience
- Appropriate age
- Physical fitness
- Promotional and motivational aspects
- Registration with PSIRA (Private Security Industry Regulatory Authority)
- Security clearances. (SAPS).
- Possession of Security Training Certificates.
- Staff must be numerate, computer literate and able to read, write and communicate in English/Afrikaans and other official languages that are commonly used in the area of operations
- Management and supervisors must be able to read, write English or Afrikaans and understands mathematical figures and must be computer literate
- All staff are uniformed in line with the image of our clients (if required).
- All staff should undergo induction and refresher training programs.
- Staff will be provided with transport and accommodation next to the sites.



SCREENING

The company is conducting security officers screening through P.S.I.R.A and S.A.P.S. before actually employing them into the company. This exercise enable the company to recruit or to employ security officers free from criminal activities as PSIRA. and S.A.P.S. are the only professional bodies accordingly dealing with this aspect. Attendance of a recognised security training with accredited Security Training institutions also scrutinizing.

LEGAL MANDATES

Shandu VIP security aeffectively adheres to the following mandates:

- The Constitution,
- Labour Relations Act,
- Employment Equity Act,
- Public Finance Management Act,
- Preferential Procurement Policy Framework Act,
- Broad Based Black Economic Empowerment,
- Firearm Control Act
- Skills Development Act
- National Small Business Act
- Private Security Industry Regulatory Authority
- Unemployment Insurance Fund
- South African Revenue Services
- Compensation of Injuries & Diseases Act
- Occupational Health & Safety Act

HR STRATEGY: AFFIRMATIVE ACTION

Shandu VIP Security is an equal opportunity, affirmative action employer and is sensitive to issues of gender, youth and the disabled. We encourage persons of such regards to apply, presently all our employees are from the historically disadvantaged group. The company is owned and managed by the historically disadvantaged individuals 100%.

COMMITMENT TO RECONSTRUCTION AND DEVELOPMENT PROGRAMME

Although the company, in terms of the government's reconstruction and development programme, falls in the category of historically disadvantaged. It is nevertheless committed to make a positive effort to contribute to the upliftment of individuals and groups, who were socially and economically disadvantaged by the legacy of the South African political dispensation prior to 28 April 1994.

- Since emphasis is on empowerment, the company is also committed to play a more prominent role in the
- economic structures of the country and
- to embark on a programme
- to empower its members develop and train personnel in managerial and other skills, etc
- Provide medical, pension /provident fund benefits, etc
- Make a positive effort
- to uplift disadvantaged communities in various community projects





TRAINING

Shandu VIP Security is an equal opportunity, affirmative action employer and is sensitive to issues of gender, youth and the disabled. We encourage persons of such regards to apply, presently all our employees are from the historically disadvantaged group. The company is owned and managed by the historically disadvantaged individuals 100%. SHANDU VIP PROTECTION being the front runners in today's demanding Security Industry and takes great pride in the training and development under taken by all its personnel.

SHANDU VIP PROTECTION has a policy where possible to promote from within the company, we insure that all staff are given the tools to carry out any task for the most demanding job. Course content includes health and safety training, first aid awareness, fire awareness, staff development, and security training. All the company staff are given the opportunity to progress through the ranks with courses in:

- Store Detective
- Supervisors
- CCTV Operators
- Arrest and Restraint
- Vetting and Screening
- Close Protection

The Company also offer the opportunity of firearm and dog handling training for its entire staff. SHANDU VIP PROTECTION understands the importance of training, enabling us to offer a service second to none not only to our existing customers.

OUR TEAM

Shandu VIP Security is comprised of highly experienced personnel, who provide both administrative and operational expertise and commitment to execute the company's operations.

COMPANY DIRECTOR

NKOSINATHI TRUEMAN SITHOLE, the company director, who is a 100% shareholder, packs over 15 years of security industry experience, having plied his trade as a security officer over the years is fully involved in the company's daily operations. The owner is one of the historically disadvantaged individuals (HDI) and is committed to ensuring that the company operates at its optimum best

ADMINISTRATION DEPARTMENT

Shandu VIP Security is made up of a highly effective administration department, which includes HR department, Finance and Payroll and Operational Department. The Human Resources Department is responsible for the recruitment of staff, labour relations, and training and ensure that the company's Hr Strategy is adhered to. The finance and payroll effectively manages the company's finances and controls the short term and long term business strategy and employee salaries. The Operations department is in charge of all the company's on site operations and sets new innovative methods of service delivery and the entire administration of the company.

OUR SECURITY PERSONNEL

It is our policy to provide a service of a quality that meets the initial and continuing needs of our customers. From security manager to security officers, everyone is fully trained, vetted, uniformed, holds a PSIRA Certificate and/or firearm competency cards.

SECURITY MANAGER

The manager is in charge for making important decisions on what his section does: its purpose, functions and role, and for making commitments and decisions that require the expenditure of significant section resources. The Security Manager is the overall in-charge in Security Operations.



SITE MANAGER

The general purpose of this position is to manage and to ensure that practical measures are taken in ensuring security at the client property, adhering to site specific security requirement. Investigations and to ensure the posting of security officers and to ensure that the client's needs are met. This role pays site visit to ensure that guards are on duty and properly dressed and out-fitted for the job, because security personnel generally work long and tedious hours, so it pays sudden day and night site visit to ensure that our guards are executing their duties professionally. The maintenance of round the clock supervision at irregular intervals is the sole responsibility of this division's activities to promote alertness.

SUPERVISOR

The supervisor has a more internally focused duty of applying the manager's verdicts through the work of subordinate employees. Once a decision is made on what to do, supervisor is responsible on deciding how to do it; how to accomplish the objective established by the manager.

CONTROL ROOM OPERATOR

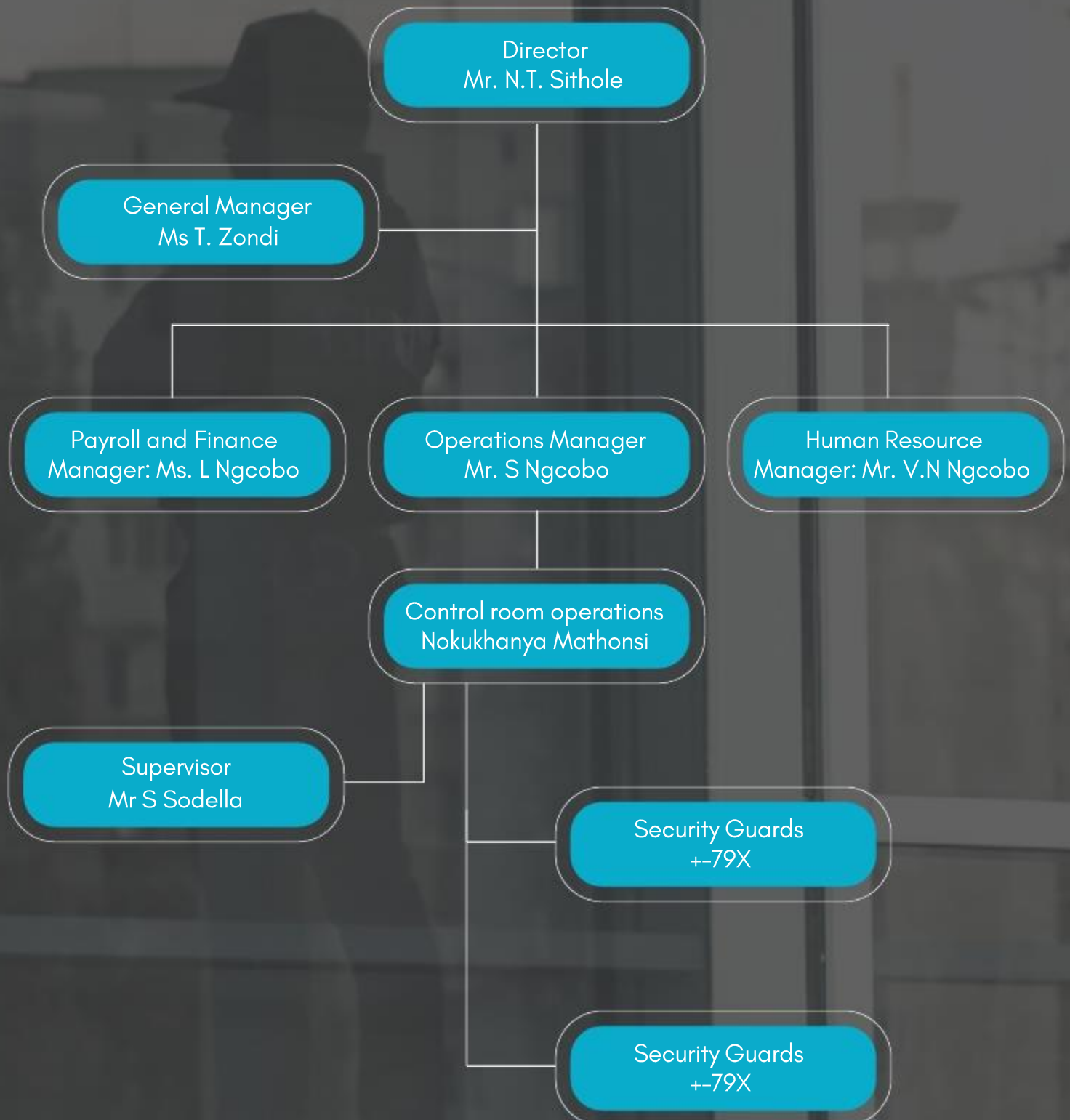
The overall purpose of this position is to manage and to ensure that pro-active measures are taken in ensuring security at the client property, adhering to site specific security requirement. Investigations and to ensure the posting of Security officers and to ensure that the Client's needs are met.

SECURITY OFFICER

The overall purpose of this position is to manage and to ensure that pro-active measures are taken in ensuring security at the client property, adhering to site specific security requirement. Investigations and to ensure the posting of Security officers and to ensure that the Client's needs are met. All security personnel on duty are expected to report hourly to the Central Control Office through their mobile radios, etc. They understand that they are the first impression, to your customer. They have a friendly, professional manner and are experts in dealing with all situations.



COMPANY ORGANISATIONAL STRUCTURE



SECURITY SOLUTION

SECURITY GUARDING

Static guarding, is one of our expert fields, we can provide around the clock security for your premises, office blocks, industrial estates, factories, hospitals, schools, warehouses and building sites throughout province. All our security officers are fully trained, vetted, uniformed, and hold a PRISA Certificates. They can be utilised as commercial officers to protect staff, stock and premises or front of house to assist your customers or staff. Our approach is flexible, you may also want to use us as a back-up facility, for when your existing staff are on holiday, sick or just as a temporary measure. Other services include:

- Quality security officers
- Mobile security patrols
- Alarm response and key holding
- Retail security services

ELECTRONIC SECURITY

We appreciate that organisations must be secure in the knowledge that people, property and assets are in safe hands and that, when it comes to security, nothing can be left to chance and that any security system is only as good as its most vulnerable point. To minimise the risk and maximise the return on your organisations' investment, we aim to provide total solutions that deliver complete electronic and digital security solutions.

We are on always alert to emerging security threats and in the development of the most appropriate technologies to deal with them. We are confident that whatever the requirement, through our electronic security solutions we can provide your organisation total peace of mind.

MOBILE RESPONSE

We operate a comprehensive range of key holding, alarm response, mobile patrol and property inspection services – 24 hours a day / 365 days a year providing rapid response and local management support. We offer a variety of specialist services that can be adapted to suit your requirements:

- Secure couriers and deliveries
- Vehicle escorts
- Fire alarm testing
- Temporary intruder alarms
- Stop and search
- Tracker and vehicle recovery
- Dedicated vehicles



REMOTE MONITORING

Remote monitoring makes your security investment go further by minimising costs and maximising protection of people, property and assets. It complements your security equipment and manned security, giving you all the benefits of 24/7 protection without the need for a permanently manned site presence. We provide you a complete range of managed surveillance services, including:

- Remote monitoring of your CCTV and access control
- Lone worker protection and asset tracking
- Facilities management and buildings management systems
- Security helpdesk provision with full control room functionality

We deliver remote monitoring solutions that enable long-term cost savings, operational efficiencies and maximum return on investment



REMOTE MONITORING

Our experienced management and support services team will assist you with any event planning and preparation and, if required, will attend any pre-event safety meetings on your behalf. Safety is always of paramount concern for events and we are committed to good health and safety working practices. Our experienced staff are expert in handling the requirements of major organisations involved in public events and exhibitions.

- Sporting events
- Open air and indoor concerts
- Royal and ceremonial events
- Conferences, seminars and AGMs
- Exhibitions

REMOTE MONITORING

Sometimes it's necessary to have close protection whether located or traveling domestically or internationally. Our highly trained officers protect clients, associates, and families, paying close attention to every security detail. We operate discretely to suit the operational environment and client status, which gives the confidence to continue with daily activities safe in the knowledge that protection is permanently there.

Our job is to reduce those risks, both specific and non-specific with planning and awareness; avoiding rather than dealing, but knowing what to do if things do go wrong, however small, however complicated or intimidating.

SECURITY AIDS/EQUIPMENT AND VEHICLES

- Baton sticks
- Hand cuffs
- Mobile radios (Two way Radios)
- Gun safes and key safes
- Base radio sets
- Whistles
- Pocket book
- Pen
- Torch (at night)
- Metal Detectors
- Uniform
- Cellular Phones
- Dog
- Bicycles
- Vehicles



CURRENT AND PAST CONTRACTS (CLIENT BASE)



1. **Client:** Asandanathi Consultants
Contact Period : 01 May 2017 to 31 April 2021
Current/Past: Past
Contact Persons & Details: Mr B.Z Ngubane 033 3482 228 | info@asandanathiconsultants.co.za
Number Of Guards Per Contract: 72
Value Of Contract: R 36 932 889.60



2. **Client:** The Empire
Contact Period : 1 August 2017 to 31 July 2020
Current/Past: Past
Contact Persons & Details: Mr A.E Thusi 031 826 5550 | info@thempire.co.za
Number Of Guards Per Contract: 34
Value Of Contract: R 18 410 058.82



3. **Client:** Afrostructures (Pty) Ltd
Contact Period : 1 February 2018 to 31 January 2023
Current/Past: Current
Contact Persons & Details: Brian Khumalo 031 817 2600 | Brian@afrostructures.co.za
Number Of Guards Per Contract: 14
Value Of Contract: R 8 966 830.11



4. **Client:** High End Construction
Contact Period: 10 September 2020 to 31 August 2022
Current/Past: Current
Contact Persons & Details: Athi Daniso 033 346 1962 | hec@sai.co.za
Number Of Guards Per Contract: 21
Value Of Contract: R 10 060 403.40



5. **Client:** KwaZulu-Natal Department of Health
Contact Period: 1 July 2021 to 1 January 2022 (On-going)
Current/Past: Current
Contact Persons & Details: Mrs N Ndlovu 033 815 831 | Nokuthula.Mkhize4@kznhealth.gov.za
Number Of Guards Per Contract: 79
Value Of Contract: R 7 980 810.48



6. **Client:** Blue Sands Services
Contact Period : 01 August 2016 to 31 July 2019
Current/Past: Past
Contact Persons & Details: Mr P.L Thabethe 072104 1814 | amaleloptyltdegmail.com
Number Of Guards Per Contract: 8
Value Of Contract: R3 240 000.00



7. Client: GCP Projects SA (Pty) Ltd
Contact Period : 1 April 2018 to 31 May 2019
Current/Past: Past
Contact Persons & Details: Vernon Van Wyk 031 713 1000 | info@gcpsa.co.za
Number Of Guards Per Contract: 6
Value Of Contract: R 828 000.78



8. Client: NTF Electrical and Training
Contact Period : 1 February 2021 to 31 January 2023
Current/Past: Current
Contact Persons & Details: Mr NT Fakude 071 411 2598 | fakudentf@gmail.com
Number Of Guards Per Contract: 9
Value Of Contract: R 767 200.36



9. Client: KwaZulu Natal Department of Education
Contact Period : 1 April 2021 to 30 September 2021
Current/Past: Past
Contact Persons & Details: Mr Mlungisi 033 210 3010 | nompumelelo.gasa@kzndoe.gov.za
Number Of Guards Per Contract: 4
Value Of Contract: R 471 960.84



10. Client: Rumdel Construction Cape (Pty) Ltd.
Contact Period : 01 August 2021 to 31 July 2022
Current/Past: Current
Contact Persons & Details: Kanyiso Ngabeni 043 748 6417 | info@rumdelcape.co.za
Number Of Guards Per Contract: 12
Value Of Contract: R230 000.50



11. Client: KZN Sharks Board
Contact Period : 01 October 2021 to 30 September 2023 (On-going)
Current/Past: Current
Contact Persons & Details: KSbu Mzelemu 031 566 0422 | mzelemu@shark.co.za
Number Of Guards Per Contract: 16
Value Of Contract: R5 687 075.63



12. Client: South African Social Security Agency (SASSA)
Contact Period : 01 October 2021 to 31 December 2021
Current/Past: Past
Contact Persons & Details: SG Zwane 033 846 3387 | SophieZesassa.gov.za
Number Of Guards Per Contract: 130
Value Of Contract: R4 379 567.40



SHANDU VIP SECURITY

CONTACT INFORMATION

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