



COMPANY PROFILE

SADRiNE Infrastructure Services (SID) Limited

Nansana Division, Nansana Municipality, Wakiso District

P.O. Box 105169 Kampala, Uganda

Tel: (256) 774 211138

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December 3, 2024

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1 Structure and Organization of SADRiNE

1.1 Name of Company

SADRINE INFRASTRUCTURE SERVICES (SID) LTD
Physical address: Nansana Division, Nansana Municipality, Wakiso District
Postal address: P.O. Box 105169, Kampala
Telephone number: +256 774211138 +256 701166086
Email: admin@sadrineinfrastructureservices.com samuel.jjuuko@sadrineinfrastructureservices.com

1.2 Description of the Company's Activities

Founded in 2018 and initially registered as SADRiNE Consulting Group Limited, the company was re-registered in 2021 as SADRiNE Infrastructure Services (SID) Limited to reflect its expanding range of services beyond consultancy. SADRiNE Infrastructure Services is an independent limited liability company incorporated in December 2021, offering a full spectrum of professional engineering consultancy and construction services to both public and private clients. The company is renowned for contributing to some of Uganda's most advanced and prestigious facilities.

Our multidisciplinary team includes surveyors, town planners, architects, engineers, urban designers, landscape architects, environmental specialists, construction managers, site supervisors, and technicians. This diversity enables us to adopt an integrated approach to development projects, leveraging our collective skills and experience to maximize development potential while maintaining high standards of design and environmental sensitivity.

SADRiNE is recognized as a leader in the Architectural, Engineering and Construction industry for its robust traditional construction methods, innovative approaches, and cutting-edge delivery technologies. Our expertise spans the entire construction industry, from small renovations to multi-



million-dollar projects. We specialize in civil works, earthworks, and the construction of residential, educational, healthcare, and industrial facilities; as well as telecommunications, data centers, and infrastructural development projects including roads and water and wastewater treatment plants.

At SADRiNE, we pride ourselves on adhering to best-practice industry standards, driven by our professionally qualified, enthusiastic, and knowledgeable staff. Our approach combines common sense with vision and imagination, ensuring that our skills and services meet our clients' needs today while keeping the needs of tomorrow firmly in mind.

SADRiNE is certified for and actively implementing the Integrated Management System (IMS), which includes ISO 9001:2015 Quality Management Systems, ISO 14001:2015 Environmental Management Systems, and ISO 45001:2019 Occupational Health and Safety Management Systems.

SADRiNE's Vision

To deliver innovative and efficient engineering designs, construction services, and technical solutions, while maximizing investment value and fostering sustainable development across all our business units: EPC/M, External Technical Solutions, and Investments/Subsidiaries.

SADRiNE's Mission Statement

At SADRiNE Infrastructure Services, our mission is to exceed client expectations by delivering innovative engineering designs, efficient construction services, and superior technical solutions. We commit to utilizing our resources effectively and sustainably, fostering long-term growth and value across our business units: EPC/M, External Technical Solutions, and Investments/Subsidiaries.

SADRiNE's Core Values

At SADRiNE, our values are an essential part of our daily activities. They are directing how we work, behave, and interact with our customers.

Clients – Our goal is to develop enduring business relationships that are built on trust, integrity, effective communication, and delivering quality services on time and within budget.



Employees – Our employees are the fabric of our company. They determine our reputation, capability, and ultimately, our success. We provide a work environment that encourages self-improvement, teamwork, and innovation.

Quality of Work – Our reputation is built on a tradition of providing services with a high level of technical competence and attention to detail. We continually train and educate our staff to provide quality work.

1.3 Cultural Purpose Statement

“A Little bit better Everyday.....Together”

“Driving Sustainable Development in Africa: A Commitment to Excellence and Innovation.”

This statement emphasizes SADRiNE's dedication to contributing to the sustainable development of Africa through high-quality infrastructure projects. It also highlights the company's commitment to innovation and excellence.

1.3.1 Cultural Behaviors

1. **Leadership in Everything We Do:** Foster a culture of strong leadership at all levels, encouraging initiative, accountability, and a commitment to excellence.
2. **Aspire to Excellence:** Strive for the highest standards of quality in all aspects of our work, from project execution to client service.
3. **One Team:** Promote a sense of unity and collaboration among all team members, regardless of their role or location.
 - Exercising together
 - Eating together
 - Monday meeting and fellowships
4. **Open Communication:** Encourage open and honest communication at all levels, fostering transparency and trust.
 - Open door policy



- Shared emails
 - Shared drive
5. **Sustainability Focus:** Integrate sustainability into all aspects of our operations, minimizing our environmental impact and contributing to a more sustainable future.

1.3.2 Commercial DNA

1. Strong Branding
2. Customer-Centric Approach
3. **Employee Well-being:** Promote a positive and supportive work environment that values employee well-being and professional growth.
4. **Innovation and Adaptability:** Embrace innovation and be adaptable to changing market conditions and industry trends.
5. **Collaborative Partnerships:** Build strong partnerships with clients, suppliers, and local communities, fostering collaboration and mutual respect.
6. **Continuous Learning:** Prioritize ongoing professional development and knowledge sharing to stay ahead of industry trends and best practices.
7. **Ethical Conduct:** Adhere to the highest ethical standards in all business dealings, upholding integrity and transparency.
8. **Quality First:** Strive for the highest standards of quality in all aspects of our work, from project execution to client service.

1.4 Business Units Overview

1.4.1 EPC/M: Engineering, Procurement, Construction, and Construction Management

SADRiNE Infrastructure Services Limited is a leading EPC/M firm dedicated to delivering sustainable infrastructure solutions in Uganda. With a proven track record of successful project execution, we offer a comprehensive range of services tailored to meet the unique needs of our clients. Our core competencies include:



- **Project Management:**
 - Comprehensive project management, ensuring efficient delivery and adherence to project objectives
 - Risk mitigation and quality assurance strategies
 - Effective stakeholder engagement and communication
 - Utilization of advanced project management tools and methodologies
- **Design and Engineering:**
 - Expert civil, structural, and geotechnical engineering design services
 - Environmental impact assessments to ensure sustainability and compliance
 - Innovative design solutions tailored to the specific requirements
 - Integration of Building Information Modeling (BIM) for enhanced collaboration and efficiency
- **Construction Services:**
 - Skilled construction management and supervision
 - Rigorous health and safety protocols to ensure a safe and secure work environment
 - Efficient procurement and logistics management
 - Implementation of sustainable construction practices, promoting environmental responsibility
- **Construction Management Services**
 - Project Planning and Scheduling
 - Cost Management
 - Quality Management
 - Safety Management
 - Contract Administration
 - Risk Management
 - Communication Management
 - Resource Management
 - Environmental Management
 - Project Closeout
- **Maintenance and Rehabilitation:**



- Comprehensive facility maintenance and repair services
- Infrastructure rehabilitation and upgrade to extend asset lifespans
- Asset management strategies for optimal performance and cost-effectiveness
- Condition assessments and life cycle analysis to inform maintenance planning
- **Specialized Services:**
 - Renewable energy solutions, including solar power and hydropower projects
 - Water resources management, addressing challenges such as water scarcity and pollution
 - Transportation infrastructure development, improving connectivity and accessibility
 - Urban planning and development, promoting sustainable and livable cities
- **Industrial Engineering:**
 - Demand and Capacity Planning
 - Transport and distribution analysis
 - Technical and logistics Master Plan
 - Process layout designs and optimization
 - Data analysis and analytics
 - Business process optimization
 - Performance acceptance testing
 - Electromechanical
- **Health and Safety Management:**
 - Develop H&S plan exceeding local legislative requirements
 - Safety induction & training
 - H&S monitoring system
 - Control meetings, audits and inspections
 - Accident, Incident & Emergency procedures

1.4.2 External Technical Solutions

External Technical Solutions (ETS) is a crucial element of our capacity to support clients throughout the entire project life cycle. We provide swift, adaptable outsourcing solutions to clients globally.



- Talent Acquisition Team: Our multi-office team leverages a vast industry network to rapidly identify and place the ideal candidates.
- Technical Expertise: We blend top-tier skills and experience with your specific requirements.
- Proven Track Record: We possess an in-depth understanding of your business. We assist in identifying your needs to ensure you get the right professionals for your team.

1.4.3 Investments/Subsidiaries

SADriNE Infrastructure Services (SID) Limited strategically invests in existing companies to support our core business units enhancing service delivery and operational efficiency.

Investment Objectives

- Strategic Alignment: Invest in companies that bolster our EPC/M and External Technical Solutions units.
- Value Creation: Generate substantial returns through strategic partnerships.
- Innovation and Growth: Drive innovation and support service expansion.

Investment Strategy

- Market Analysis: Identify investment opportunities aligned with our goals.
- Due Diligence: Assess financial health and growth potential.
- Partnership Development: Leverage synergies with invested companies.
- Performance Monitoring: Track investment performance for alignment with objectives.


Expected Outcomes

- Enhanced Capabilities: Strengthen core business units.
- Operational Efficiency: Improve project execution and service delivery.
- Sustainable Growth: Ensure long-term growth and innovation.





At SADRiNE, we are committed to delivering exceptional results while upholding the highest standards of quality, safety, and sustainability. Our team of experienced professionals possesses the expertise and dedication to successfully execute projects of any scale and complexity.



1.5 Advisory Board Team

Photo	Name	Bio
	<p>Samuel Jjuuko</p>	<p>Chairperson/Managing Director</p> <p>With over 14 years of engineering expertise and 6+ years leading SADRiNE Infrastructure Services, I am committed to advancing Uganda's infrastructure sector. Under my leadership, SADRiNE has grown significantly, achieving increased sales, improved profit margins, and a stronger market position. As a leading EPC/M firm, SADRiNE plays a pivotal role in Uganda's development. Samuel's expertise includes strategic planning, team building, and sustainable practices.</p> <p>I have successfully integrated sustainable and digital technologies, earning ISO certifications in Quality, Environmental, and Occupational Health and Safety Management Systems. My passion for mentoring future engineering leaders is evident through my tenure as an Assistant Lecturer at Makerere University, where I secured research funding and published in international journals.</p> <p>Education: MBA from the University of South Wales, UK; MSc. Engineering (Geotechnical) from the University of Cape Town, South Africa; BSc. Civil Engineering (1.1 Honors) from Makerere University.</p> <p>Professional Affiliations: Affiliate Member of the American Society of Civil Engineers (ASCE); Member of the International Society of Soil Mechanics and Geotechnical Engineering (ISSMGE).</p>





	<p>Adrine Atwijukire</p>	<p>Board Member/Director</p> <p>Adrine Atwijukire is a seasoned procurement specialist with over a decade of experience in procurement and logistics across various industries. She holds a Bachelor’s degree in Procurement and Supplies Chain Management from Makerere University Business School in Uganda.</p> <p>Adrine has held numerous leadership and management roles throughout her career, including serving as Depot Manager at Pepsi Uganda, where she demonstrated exceptional expertise in operations management and supply chain optimization.</p> <p>Since 2018, Adrine has been a Director at SADRiNE Infrastructure Services (SID) Limited, playing a pivotal role in the company’s strategic growth and operational excellence. Her wealth of experience and leadership skills continue to drive innovation and efficiency within the organization.</p>
	<p>Christianer Kabaarisa</p>	<p>Secretary to the Board/Company Secretary</p> <p>Kabaariisa Christianer is a distinguished and dedicated legal professional with a solid academic foundation and a wealth of practical experience. Holding a Bachelor of Laws from Uganda Christian University and a Post Graduate Diploma in Legal Practice from Rwanda and Law Development Center Uganda. Kabaariisa is well-versed in diverse legal disciplines, including Land law, Company and Corporate law, International law, criminal law, civil procedure, and intellectual property.</p> <p>With a career spanning significant roles at USAID SAFE, the Centre for Justice Studies and Innovation, and esteemed law firms such as Kawooya Junju & Co. Advocates and Mugeru & Kusaasira & Co. Advocates, Kabaariisa has demonstrated exceptional abilities in conducting thorough legal research, drafting critical legal documents, representing clients in mediation, and providing sound legal advice.</p> <p>Kabaariisa is known for integrity, excellent communication skills, and a comprehensive understanding of laws governing families, land, international laws, Corporate and governance and mortgages. Proficient in Microsoft Office and fluent in English, Runyankole, Luganda, and Rutooro, Kabaariisa is committed to continuous professional development and delivering outstanding results in the legal field.</p>




	<p>Prof. Denis Kalumba</p>	<p>Advisor Professor Denis Kalumba is a well-regarded academic in the field of Geotechnical Engineering. He is based at the University of Cape Town (UCT) in South Africa, where he contributes to teaching, research, and various projects within the Department of Civil Engineering. His expertise spans several areas of geotechnical engineering, and he is known for his contributions to both academic literature and practical applications in the field. Professor Kalumba’s work often involves collaboration with industry professionals and international scholars, enhancing the impact of his research and teaching on a global scale. His outstanding contributions to geotechnical engineering have earned him several recognitions, including the prestigious South African Geotechnical Engineering Gold Medal.</p>
	<p>Rukia Nalugya</p>	<p>Advisor Rukia Nalugya Muhwezi is a dynamic and results-driven leader with over four years of experience in executive management. She is committed to fostering organizational excellence through a strategic and collaborative approach. Her expertise lies in leadership development, where she excels at building and guiding high-performing teams while fostering inclusive and productive work cultures. She has a strong focus on operational efficiency, streamlining processes, mitigating risks, and driving sustainable organizational performance. Additionally, Rukia is adept at strategic planning, partnering with stakeholders to design and implement innovative strategies that promote growth and long-term success. Passionate about collaborative governance, Rukia champions transparency, compliance, and effective management practices, ensuring organizations operate with integrity and purpose. Through her leadership, she is dedicated to empowering organizations to reach their highest potential, ultimately contributing to resilient and thriving communities.</p>



	<p>Antoine Schockaert</p>	<p>Board Member/Managing Partner Antoine Schockaert is a seasoned professional with extensive experience in the construction and engineering industry. He currently serves as a Director/Board Member at Sociaal Investeringsfonds De Punt NV SO, an independent private equity firm based in Ghent, Belgium. Antoine has a proven track record of driving growth and innovation, leveraging his expertise in HVAC, leadership, project engineering, and procurement. He holds an MBA from Vlerick Business School and is known for his valuable insights and contributions to the industry.</p>
	<p>Thierry Deflandre</p>	<p>Advisor Thierry Deflandre is a Belgian entrepreneur and volunteer heavily involved in private sector development and social entrepreneurship in Africa. He is a board member of OVO (Ondernemers voor Ondernemers), an organization that supports sustainable entrepreneurship in Africa. Deflandre has a strong track record in business development and enjoys mentoring dynamic entrepreneurs, helping them navigate business challenges. He is also associated with the SusTech4Africa initiative, which aids startups and scale-ups with African roots to develop comprehensive business plans. In the Advisory Board he will focus on the Corporate Governance items he is very well acquainted with.</p>

1.6 Management Team

Photo	Name; Country	Bio
	<p>Samuel Jjuuko; Uganda</p>	<p>Managing Director With over 14 years of engineering expertise and 6+ years leading SADRiNE Infrastructure Services, I am committed to advancing Uganda's infrastructure sector. Under my leadership, SADRiNE has grown significantly, achieving increased sales, improved profit margins, and a stronger market position. As a leading EPC/M firm, SADRiNE plays a pivotal role in Uganda's development. Samuel's expertise includes strategic planning, team building, and sustainable practices. I have successfully integrated sustainable and digital technologies, earning ISO certifications in Quality, Environmental, and Occupational Health and Safety Management Systems. My passion for mentoring future engineering leaders is evident through my tenure as an Assistant Lecturer at Makerere University, where I</p>



		<p>secured research funding and published in international journals.</p> <p>Education: Board Readiness Program from Strathmore Business School, Kenya; MBA from the University of South Wales, UK; MSc. Engineering (Geotechnical) from the University of Cape Town, South Africa; BSc. Civil Engineering (1.1 Honors) from Makerere University.</p> <p>Professional Affiliations: Affiliate Member of the American Society of Civil Engineers (ASCE); Member of the International Society of Soil Mechanics and Geotechnical Engineering (ISSMGE).</p>
	<p>Antoine Schockaert; Belgium and Spain</p>	<p>Managing Partner/International Business Development</p> <p>Antoine Schockaert is a seasoned professional with extensive experience in the construction and engineering industry. He currently serves as a Director/Board Member at Sociaal Investeringsfonds De Punt NV SO, an independent private equity firm based in Ghent, Belgium. Antoine has a proven track record of driving growth and innovation, leveraging his expertise in HVAC, leadership, project engineering, and procurement. He holds an MBA from Vlerick Business School and is known for his valuable insights and contributions to the industry.</p>
	<p>Rashidhar Nalweyiso; Uganda</p>	<p>Operations Manager</p> <p>Rashidhar Nalweyiso has 4 years of civil engineering practice working in a Consultancy Industry. Rashidhar holds a bachelor's degree in civil engineering from Ndejje University.</p> <p>She is a highly ambitious, adoptable, and dependable professional with vast experience in conducting engineering designs from the initial stage and feasibility study through to the detailed final design. Over the past four years, Rashidhar has exhibited sound knowledge of drafting technical proposals and writing of engineering documents, completing filed investigations, designing engineering drawings, material testing and evaluating a designs' overall effectiveness, cost, reliability, and safety. Together with other Engineers from other disciplines, she can determine project requirements based on the client's exact specifications, ensure the most effective and efficient utilization of resources including materials, equipment, labour/manpower and budgets to meet engineering project goals.</p> <p>She has been involved in the execution of over 15 infrastructure projects including roads, buildings, earth dams, and hydropower power projects: majorly undertaking supervision of Geotechnical Engineering</p>





	<p>Services. Capabilities include project cost estimation, project management ensuring that prior planning is done before a project is executed, project scope determination, schedule monitoring, defining of deliverables and quality control of engineering documents. She supervises borehole drilling, trial pit excavation and sampling programs, DCP and DPL testing, manages a geotechnical laboratory including material testing for soils, concrete, bitumen, aggregates, and results analysis, liaise with communities, select, and trains skilled/unskilled personnel to execute field activities and delivers highly quality reports on time and on budget.</p> <p>She offered technical assistance to the district local governments of Abim, Adjumani, Amudat and Moyo and participated in the design of rehabilitation of 33 roads (405km) where she supervised alignment test pit logging and sampling, material investigations, DCP tests, conducted road condition surveys, carried out pavement design, prepared specifications, drafted geometric designs and developed A3 Engineering drawings including plans, profiles, and cross sections, assisted in preparation of tender documents, and was involved in the pretender meetings, bid openings, and bid evaluations.</p> <p>She is well versed with Engineering software including AutoCAD Civil 3D for geometric road designs, AutoCAD/ArchiCAD for architectural designs, GEOSLOPE for geotechnical modelling and MS packages including Ms Excel, Ms Word, Ms Power Point. She has a proven track of record of delivering results with unquestionable sense of integrity, able to work remotely and in adverse weather conditions, willing to help in areas not directly related to her role and willing to learn from anyone.</p>
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	<p>Rosette Kakayi; Uganda</p>	<p>Finance and Procurement Manager</p> <p>Kakayi Rosette is a dedicated accountant and bookkeeper at SADRiNE. Her responsibilities include but are not limited to;</p> <p>Ensuring that financial records are accurately recorded and easily accessible, management of accounts payable and receivables, regular bank reconciliation and Cashflow management. This is to ensure effective financial management within the company, external audit readiness and regulatory compliance.</p> <p>She holds a Bachelor of Commerce degree from Makerere University, and over the years she has taken accounting practice and experience in reconciliations, streamlining accounts and financial planning, processing invoices and bills, payroll, report writing, taxation and accounting software packages</p> <p>Rosette has acquired practical training and experience in customer relations, leadership, mentorship and coaching under PSFU.</p> <p>She is a team player who is dedicated to work with teams and has ability to lead effective teams in attaining the set company goals.</p>
	<p>Janet Alinda; Uganda</p>	<p>Human Resource and Administration Manager</p> <p>Janet is a dedicated and experienced HR Administrator who brings a wealth of knowledge to the field of human resources. With a bachelor's degree in business administration, majoring in Human Resources, Janet combines academic expertise with practical experience. She is passionate about working with people and helping them reach their full potential</p> <p>Janet excels in managing recruitment, onboarding, and performance management. Passionate about employee development, she actively implements training programs and career advancement initiatives to empower employees. Known for her organizational skills and attention to detail, Janet ensures HR processes run smoothly and efficiently.</p> <p>As a trusted HR professional, Janet is committed to fostering a positive workplace environment and driving positive change within the organization.</p> <p>Education: Bachelor's degree in business administration (Human Resources), (MUK)</p>



	<p>Victor Mande; Uganda</p>	<p>Construction Manager</p> <p>Mande Victor is the construction manager at SADRINE INFRASTRUCTURE SERVICES LTD who is responsible for managing of construction projects with key duties as; project planning and budgeting, scheduling of projects, developing project designs, quality assurance, risk management and control, decision making and manage relations with different construction teams.</p> <p>With a bachelor’s degree and Diploma in Civil Engineering from Ndejje University, experience has been developed in site organization and management, bills of quantities, health and safety, site staff management, work scheduling, team building.</p> <p>Working as a team is the most acquired skill that has been adopted in the long run. Being flexible has helped so much both on job and off job. Communication skills have always surfaced to smoothen work on site and off site.</p> <p>Victor has been able to encourage his team members to reach their goals and targets, the goal has always been to get better, little by little with his team, every day.</p>
	<p>Faith Lilian Kuloba; Uganda</p>	<p>Business Development Manager</p> <p>Faith Lilian Kuloba is the Assistant Business Development Manager at Sadrine Infrastructure Services Limited, where she is responsible for identifying growth opportunities and implementing action plans to expand the company’s reach and impact. Working in close collaboration with the Business Development Manager, she plays a pivotal role in discovering and pursuing new business prospects, managing client relationships, developing proposals, and overseeing project progress.</p> <p>Faith holds a Bachelor of Science in Water Resources Engineering from Busitema University, bringing a wealth of background experience in water supply, groundwater management, and water resources.</p> <p>In her role, Faith fosters a collaborative team environment, conducting research on industry trends and market conditions to identify opportunities for growth. She develops targeted strategies for both new and existing markets, aligning these efforts with the company’s strategic goals.</p> <p>Known for her proactive and self-motivated approach, Faith is committed to delivering high-quality results in all her endeavors.</p>



1.7 SADRINE's IMS Certificates

◆ CERTIFICAT ◆ CERTIFICADO ◆ СЕРТИФИКАТ ◆ CERTIFICATE ◆ CERTIFIKAT

CERTIFICATE

This is to Certify that the Management System of

SADRINE INFRASTRUCTURE SERVICES (SID) LIMITED

EAST VILLAGE, NANSANA DIVISION, NANSANA MUNICIPALITY,
WAKISO DISTRICT, UGANDA.

has been found to conform to the Quality Management System standard:

ISO 9001:2015

This certificate is valid for the following scope of operations:

CIVIL ENGINEERING CONSULTING AND CONSTRUCTION

:: Certificate No :: UG55575A

<u>Date of initial registration</u>	<u>Date of this Certificate</u>	<u>Surv. audit on or before / Certificate expiry</u>	<u>Recertification Due</u>
05 September 2023	05 September 2023	04 September 2024	04 September 2026

This Certificate remains valid subject to satisfactory surveillance audits.



Director

For verification and updated information concerning the present certificate visit to http://www.staunchlyservices.com/verify_certificate.php
 This Certificate is the property of Staunchly Management & System Services Limited and shall be returned immediately when demanded

STAUNCHLY MANAGEMENT AND SYSTEM SERVICES LIMITED
 Labyrinth Business Centre, 43 Middle Hill Gate,
 Stockport Great Manchester, England-SK1 3DG
 Web :- www.staunchlyservices.com
 E-mail :- info@staunchlyservices.com
 Phone :- +44-7464823687
 Company Registered in England with Company Number 11489683





SMS/FM/001/REV08





◆ CERTIFICAT

◆ CERTIFICADO

◆ СЕРТИФИКАТ

◆ CERTIFICATE

◆ CERTIFIKAT

CERTIFICATE



This is to Certify that the Management System of

SADRINE INFRASTRUCTURE SERVICES (SID) LIMITED

EAST VILLAGE, NANSANA DIVISION, NANSANA MUNICIPALITY,
WAKISO DISTRICT, UGANDA.

has been found to conform to the Occupational health & safety Management System standard:

ISO 45001:2018

This certificate is valid for the following scope of operations:

CIVIL ENGINEERING CONSULTING AND CONSTRUCTION

:: Certificate No :: UG55575C-1

<u>Date of initial registration</u>	<u>Date of this Certificate</u>	<u>Surv. audit on or before / Certificate expiry</u>	<u>Recertification Due</u>
05 September 2023	05 September 2023	04 September 2024	04 September 2026

This Certificate remains valid subject to satisfactory surveillance audits.



Director

For verification and updated information concerning the present certificate visit http://staunchlyservices.com/search_certified_client.php
This Certificate is the property of Staunchly Management & System Services Limited and shall be returned immediately when demanded

STAUNCHLY MANAGEMENT AND SYSTEM SERVICES LIMITED

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Phone :- +44-7404823087

Company Registered in England with Company Number 1148669



SMS/FM/001/REV08



◆ CERTIFICAT

◆ CERTIFICADO

◆ СЕРТИФИКАТ

◆ CERTIFICATE

◆ ЗЕРТИКАТ

CERTIFICATE



This is to Certify that the Management System of

SADRINE INFRASTRUCTURE SERVICES (SID) LIMITED

EAST VILLAGE, NANSANA DIVISION, NANSANA MUNICIPALITY,
WAKISO DISTRICT, UGANDA.

has been found to conform to the Environmental Management System standard:

ISO 14001:2015

This certificate is valid for the following scope of operations:

CIVIL ENGINEERING CONSULTING AND CONSTRUCTION

:: Certificate No :: UG55575B

<u>Date of initial registration</u>	<u>Date of this Certificate</u>	<u>Surv. audit on or before / Certificate expiry</u>	<u>Recertification Due</u>
05 September 2023	05 September 2023	04 September 2024	04 September 2026

This Certificate remains valid subject to satisfactory surveillance audits.



Director

For verification and updated information concerning the present certificate visit http://staunchlyservices.com/search_certified_client.php
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STAUNCHLY MANAGEMENT AND SYSTEM SERVICES LIMITED

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Phone :- +44-7404822667

Company Registered in England with Company Number 11486683



SMS/FM/001/REV06



1.8 SADRiNE's QHSE Policy



QUALITY, HEALTH, SAFETY AND ENVIRONMENTAL POLICY (QHSE)

SADRiNE INFRASTRUCTURE SERVICES (SID) LIMITED is committed to the provision of engineering consultancy and construction services with the aim of satisfying the needs and expectations of her customers as well as other stakeholders. Management at SADRiNE strive to comply with its compliance obligations and has gone ahead to establish an integrated management system based on the international standards of ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 with the aim of providing quality products & services, environmental conservation, safeguarding property and lives.

The organization is dedicated to the continuous enhancement of its Quality, Health, Safety, and Environmental (QHSE) management system by focusing on the following key areas

1. **Regulatory Compliance and Ethics:** Strictly adhere to all statutory and regulatory requirements while delivering ethical, clear, and comprehensive solutions to customers.
2. **Health, Safety, and Welfare:** Ensure personnel well-being through provision of training, supervision, PPE, and conduct of risk assessments, aiming for zero accidents.
3. **Environmental Stewardship:** Strive for zero pollution by designing services and work practices that minimize environmental impact, promoting green initiatives, and continuously improving environmental performance.
4. **Stakeholder Engagement:** Actively consult with staff, volunteers, customers, and the community on health, safety, and environmental matters to foster leadership, encourage participation, and cultivate a strong safety culture.
5. **Effective Incident Management:** Investigate and manage incidents efficiently, aiming for zero accidents, while continuously enhancing the QHSE system through regular reviews, transparent communication, and applying lessons learned.
6. **Continual Improvement and Policy Review:** Set measurable targets, conduct internal audits, and actively gather stakeholder feedback to drive ongoing improvements in quality, health, safety, and environment (QHSE). In addition, review and update the QHSE policy annually and communicate it transparently to all stakeholders.

In addition to this, Management at SADRiNE fosters openness and dialogue with both employees and the public, encouraging them to respond with their concerns or improvement ideas within the scope of the organization's operations and maintains a set of environmental objectives and targets that are monitored through the management review process to ensure effectiveness and their continued improvement.

Note: This policy is communicated at various workstations to ensure that it is understood and followed by all company employees as well as stakeholders.

Prepared by: Management Representative - Rashidhar Nalweyiso

A handwritten signature in black ink, appearing to read 'R. Nalweyiso'.

Approved by: Managing Director – Samuel Jjuuko

A handwritten signature in black ink, appearing to read 'S. Jjuuko'.

SADRiNE/IMS/POL/QHSE/001

ISSUE 02 REV 2 24TH SEPTEMBER, 2024



1.9 SADRiNE's HIV/AIDS Policy



HIV/AIDS POLICY

Introduction/Purpose and Scope:

SADRiNE Management acknowledges the seriousness of the HIV/AIDS epidemic and seeks to minimize the social, economic, and developmental consequences to the company and its employees through comprehensive and proactive HIV/AIDS workplace programs. The policy applies throughout SADRiNE and its operations.

Policy Commitments:

The company therefore commits as follows:

- SADRiNE shall ensure that no one who is HIV/AIDS infected is stigmatized or discriminated and denied accessing treatment.
- SADRiNE shall ensure that HIV infection at the workplace is minimized, the company shall promote behaviour changes as well as ensure that all employees are treated with the necessary dignity, fairness, and equality event of HIV/AIDS
- SADRiNE shall Treat HIV positive employees in the same contractual obligations as like any other employees.
- SADRiNE shall provide and make available HIV/AIDS education and awareness to all employees.
- SADRiNE shall provide pre and post-test counselling and testing for employees wishing to be tested or for those who are infected with the virus. HIV testing shall be voluntary and confidential
- SADRiNE shall ensure that disclosure of HIV status is voluntary.
- SADRiNE shall ensure that affected employees are referred and assisted to access affordable health /medical care.
- SADRiNE shall Carry out regular dialogue and consultation with affected employees in managing the illness.
- SADRiNE shall Support and implement HIV prevention programs aimed at promoting behaviour change among employees and their family members.

Signed and Approved on the 17th day of July 2023

Managing Director

A handwritten signature in blue ink, appearing to read 'S. Jjuuko'.

Samuel Jjuuko
SADRiNE Infrastructures Services (SID) Limited

SADRiNE HIV Policy



1.10 SADRiNE's Sexual Harassment Policy



SEXUAL HARASSMENT POLICY

Introduction/Purpose and Scope:

SADRINE INFRASTRUCTURE SERVICES (SID) LIMITED Management strive to provide a working environment where the integrity and dignity of individuals are respected. All stakeholders have the right to a working environment free from intimidation and Sexual Harassment. The policy applies throughout **SADRINE INFRASTRUCTURE SERVICES (SID) LIMITED**.

Policy Commitments:

SADRINE therefore commits as follows:

- **SADRINE** shall not tolerate any form of sexual harassment under any circumstances.
- **SADRINE** shall put in place a formal compliant process and where the complainant feels unsafe, the company shall ensure provision of security and confidentiality, therefore management encourages any employee at any level who feels that he/she have been sexually harassed to take immediate action by reporting to the Human Resources and Administration Manager.
- All sexual Harassment cases shall be treated seriously and promptly with sensitivity. Sexual Harassment cases shall undergo formal investigation proceeding in accordance with Human Resources Manual and management shall ensure fair hearing processes for all the affected parties.
- A breach of this policy shall result into disciplinary action up to and including termination.
- **SADRINE** shall put in places infrastructures and systems for prevention of sexual harassment. This will include education and awareness programs among others.
- **SADRINE** shall ensure that roles and responsibilities in regard to management of sexual harassment are clearly defined and communicated.

Note: Sexual Harassment may include but not limited to the following situations:

- a) **Physical contact** e.g., Touching, patting, sexual assault, and rape etc.
- b) **Verbal forms** e.g., proposals, suggestions and hints, sexual advances and persistent requests for social activities, and the sending by electronic means or otherwise of sexually explicit text, etc.
- c) **Non-verbal forms** e.g., Indecent exposure, and the unwelcome display or sending by electronic means or otherwise of sexually explicit or suggestive pictures and objects, etc.
- d) **Quid pro quo harassment** e.g., a supervisor, manager, or colleague, undertaking or attempting to influence the process of employment or other benefits of an employee or job applicant, in exchange for sexual favors.

Signed and Approved on the 17th day of July 2023

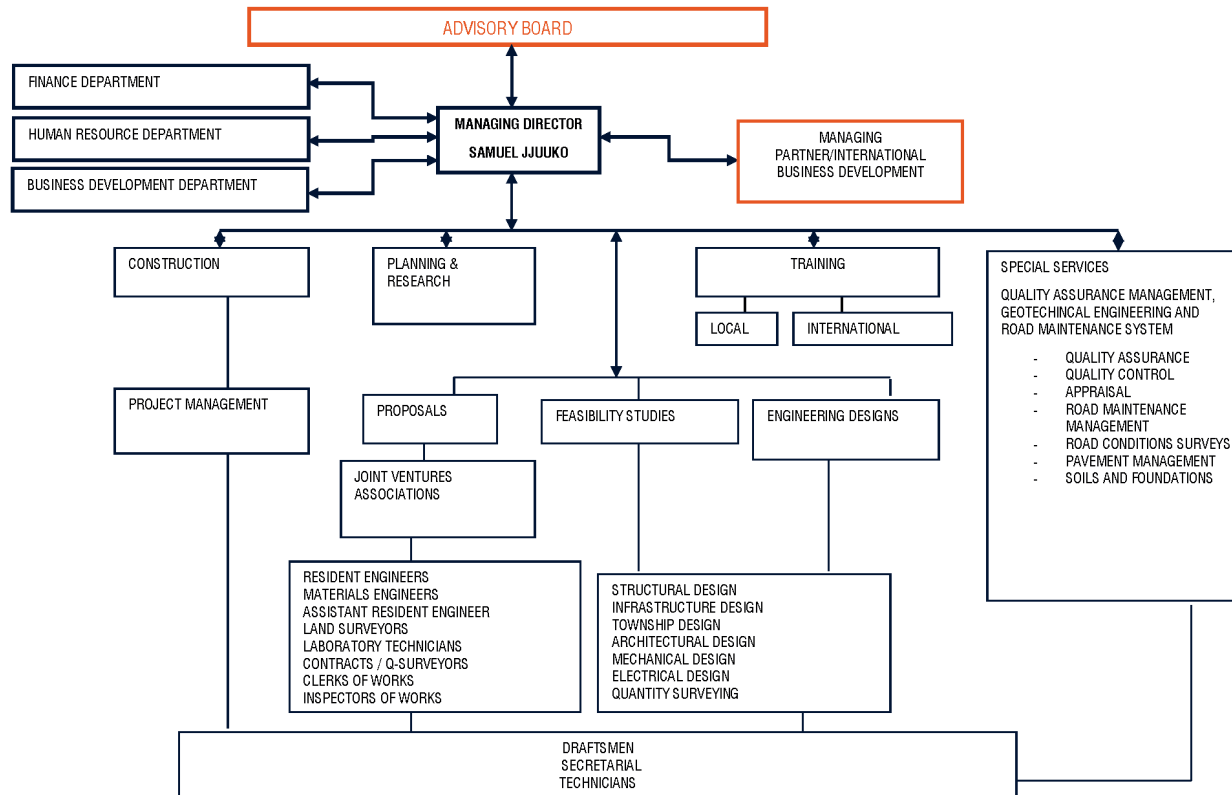
Managing Director

A handwritten signature in blue ink, appearing to read 'S. Jjuuko'.

Samuel Jjuuko
SADRINE Infrastructures Services (SID) Limited

SADRiNE Infrastructure Services (SID) Limited Sexual Harassment Policy 2023





Organization Chart of SADRiNE



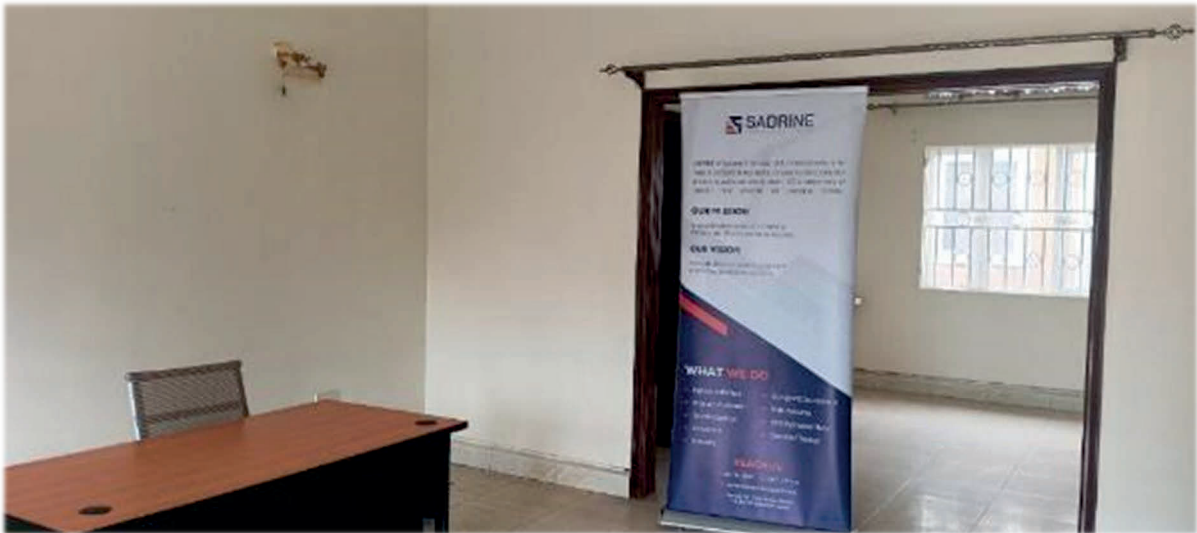
1.11 Office Facilities

The following logistics will be available for the project: office space and office equipment.

1.11.1 Office Space

SADriNE Infrastructure Services (SID) Limited will use its office space for the assignment. The location has adequate parking space for both staff and clients. Our offices are in Nansana Division, Nansana Municipality, Wakiso District.





1.11.2 Office Equipment

The offices of SADRiNE Infrastructure Services (SID) Limited are well serviced with modern communication facilities that include: 24-hour internet, dial-up internet service, phone line, mobile phone (for each staff), computers (for each staff), laptops (for most staff.), printers (for each staff/or shared), and scanners. The office also has adequate furniture (desks, tables, filing cabinets).



2 EPC/M Services: A Comprehensive Approach

SADriNE Infrastructure Services Limited is a leading provider of Engineering, Procurement, Construction, and Management (EPC/M) services in Uganda. Our team of experienced professionals is dedicated to delivering high-quality infrastructure solutions that meet the diverse needs of our clients.

Our EPC/M services encompass:

- **Comprehensive Project Management:** We offer end-to-end project management, from initial planning and design to construction and handover. Our experienced project managers oversee all aspects of the project, ensuring efficient execution and timely delivery.
- **State-of-the-Art Engineering:** Our team of engineers utilize advanced technologies and industry best practices to design innovative and sustainable solutions. We specialize in a wide range of engineering disciplines, including civil, structural, mechanical, and electrical engineering.
- **Efficient Procurement:** We leverage our extensive network of suppliers to procure materials and equipment at competitive prices. Our procurement experts carefully evaluate bids, negotiate terms, and ensure timely delivery of supplies.
- **Skilled Construction Teams:** Our highly skilled construction teams are equipped with the latest tools and technologies to execute projects efficiently and effectively. We adhere to strict quality control standards and safety protocols to ensure the highest quality workmanship.
- **Rigorous Quality Control:** We implement a robust quality control system to monitor and ensure the quality of all aspects of the project. Our quality control team conducts regular inspections, tests, and audits to identify and address any potential issues.
- **Client-Centric Approach:** We prioritize our clients' needs and work closely with them to develop customized solutions that meet their specific requirements. Our team maintains open communication channels and is committed to providing exceptional customer service.



Key Benefits of Partnering with SADRiNE:

- **Single Point of Accountability:** Streamline project management with a single point of contact.
- **Reduced Risk:** Benefit from our risk management expertise and mitigation strategies.
- **Cost Optimization:** Achieve cost-effective solutions through efficient resource allocation and procurement.
- **Enhanced Quality:** Experience the highest standards of quality in our engineering, procurement, and construction services.
- **Timely Delivery:** Rely on our project management capabilities to ensure projects are completed on schedule.
- **Sustainable Solutions:** Contribute to a more sustainable future with our commitment to environmentally friendly practices.

By choosing SADRiNE for your EPC/M needs, you can trust in our expertise, reliability, and dedication to delivering exceptional results. We are committed to providing comprehensive and tailored solutions that meet your specific requirements and exceed your expectations.



3 SADRiNE's Expertise and Experience

3.1 SADRiNE's Engineering Design Services

Project Name	Name of Client	Contact Person
A Feasibility Studies and Design of Piped Water System at Nabilatuk District Headquarters and Naceele Village	Nabilatuk District Local Government	Office of the Chief Administrative Officer, P.O. Box 1, Nabilatuk Info@nabilatuk.gov.ug 0393-193797, 0776-808813
Consultancy Services for Preparation of District, Urban & Local Physical Development Plans (PDPS) For Cluster A Refugee Hosting Districts in Uganda	Ministry of Lands Housing and Urban Development	Plot 13 – 15 Parliament Avenue P.O. Box 7096 Kampala Phone: (256) – 414 – 373511 Fax: (256) – 414 – 230891 Email: dennisfo@mlhud.go.ug
Consultancy services for Detailed Design and Supervision of Ojama earth dam multipurpose water systems and facilities of lot 2; Serere District (Sering Ingegneria).	Ministry of Water and Environment	(Partner) Eng. Gaetano Beninati 393397858803 gaetano.beninati@sering.it Sering Ingegneria http://www.seringingegneria.it/
Hydrogeological and Geotechnical Investigations for Latoro Small Hydro Power Project in Uganda.	East African Power (EAP) Limited	Address: Post Office Building, 3rd Floor, Suite 320 Plot 35, Kampala Road, P.O. Box 116 Kampala, Uganda
Geotechnical Investigations for the Proposed state-of-the-art Maternity Block at Ishaka Seventh-day Adventist Hospital	Ishaka Adventist Hospital	
Geotechnical Investigations for Drilling Quarry Rock in Lira District	Akol Holdings Limited	
Geotechnical Investigations for Proposed construction of Students House and Community Block, Nyamitanga Division, Mbarara City	Roman Catholic Archdiocese of Mbarara	
Geotechnical Investigations for Proposed Construction Site of the Task Force Offices/Administration Block and Geophysical Survey for the Proposed Gulu University Constituent College in Moroto District.	Gulu University	
Consultancy Services for Detailed Engineering Design for Various Low Volume Roads Using Appropriate Low-Cost Sealing Technology - Lot 2: Toroma-Okokorio Ferry Landing	AIB Consults	



(12km), Katakwi-Toroma (18km) and Kumi-Agule ferry Landing (15km).		
Geotechnical Investigations for Kabale New Sub-station in Hamuko Village, Hamurwa Sub-County, Rubanda District.	L&T Construction Ltd	
Consultancy Services for Design and build of Adologo Box Culvert in Lobule subcounty, Koboko District	DEHA INVESITEES LTD	
Consultancy Services for redesign and build of Londoan Earth Dam in Napak District	Ministry of Water and Environment Water for Production Regional Centre – Karamoja	Plot 3 - 7 Kabalega Crescent Road, Luzira P.O. Box 20026 Kampala, Uganda Tel: +256 417 889 400 Email: mwe@mwe.go.ug Website: www.mwe.go.ug mwe@mwe.go.ug
Consultancy Services for Design and Build of Kishuro Bridge in Birere Subcounty, Isingiro DLG.	KWED Construction Ltd	
Upgrading of Naka Health Centre II to Health Centre III in Buvuma District	Techno Buha Limited	
Consultancy Services for Soil Investigations for Eight Valley tanks	Ministry of Water and Environment, Water for Production Regional Centre – Karamoja	Plot 3 - 7 Kabalega Crescent Road, Luzira P.O. Box 20026 Kampala, Uganda Tel: +256 417 889 400 Email: mwe@mwe.go.ug Website: www.mwe.go.ug mwe@mwe.go.ug
Geotechnical Investigation for the proposed Mixed Developments, Shops and Apartments	Build Net Limited	

3.2 SADRiNE's Construction Experience

Project Name	Name of Client	Contact Person
Construction of a Classroom Block at St. Mark Senior Secondary School, Naminya	Bujagali Energy Limited	Projects Manager, Albert Kiggundu akiggundu@bel.co.ug P.O. Box 186, Jinja 8km, Off Kayunga Road Phone: +256 704 431 218 Email: info@bujagali-energy.com







Construction of a Classroom Block at St. Mark's Secondary School, Naminya (2 Classrooms, Store and Headmaster's office) funded by Bujagali Energy Limited

3.3 SADRINE's EPC/M Experience

Project Name	Name of Client	Contact Person
Construction of non-technical Staff Block at Bujagali Energy Limited	Bujagali Energy Limited	Projects Manager, Albert Kiggundu akiggundu@bel.co.ug P.O. Box 186, Jinja 8km, Off Kayunga Road Phone: +256 704 431 218 Email: info@bujagali-energy.com
Toilet and Kitchen Renovations	Bujagali Energy Limited	Projects Manager, Albert Kiggundu akiggundu@bel.co.ug P.O. Box 186, Jinja 8km, Off Kayunga Road Phone: +256 704 431 218 Email: info@bujagali-energy.com
Proposed Storage Facility to be Built on Plot 4023, Block 180, Kitukutwe, Kira Municipality, Wakiso District	Napas Agro Processors Limited	Managing Director, Annah Namubiru, +256 750 984395, annahnamuli@gmail.com
To Transform The "Above-The-Ground" Fuel Oil Storage Tanks into "Underground" Diesel Storage Tanks	Kyoga Limited (UGACOF/Sucafina Uganda)	George Kasozi, Technical Manager UGACOF LTD, Kireku Zone, Bweyogerere T: +256 200 780050 M: +256 701 985940 george.kasozi@sucafina.com www.sucafina.com





Construction of Bujagali Energy Limited (BEL) Non-Technical Staff Office Block



4 Our Clients

