

## Profile of ARCUS GIBB

### Introduction

**ARCUS GIBB** originated in South Africa in 1956 and is the result of the first major empowerment initiative within the engineering consulting industry where Arcus and GIBB Africa combined their resources, expertise and philosophies, to establish a company that aims to truly reflect the demographics of South Africa.

The **ARCUS GIBB** merger in 2000 follows similar initiatives with the South African companies of Hill Kaplan Scott Inc in 1994 and African Consulting Engineering Inc in 1997.

From 1994 to 2002 the South African operation was part of a major international consulting group. During this period we gained significantly from the international exposure, with technical and managerial skills transfer being effected. Due to the changing business environment in Africa, and initiatives such as NEPAD, the ownership of the business has been transferred back to Africa.

ARCUS GIBB is now 100% South African Employee and 67% Black Employee owned. The new owners, management and employees of ARCUS GIBB embrace the objectives and targets as set out in the seven pillars of the Construction Charter and are committed to meeting the transformation agenda required for the economic success of South Africa and its people.

We have been involved in the SADC region since the company's inception with current operations in Angola, Botswana, Swaziland and Mozambique, covering a broad spectrum of projects. The SADC operation forms associations with other local and international firms, as necessary, to ensure timely and efficient completion of projects. Through established long term relationships with local companies, we are able to offer services throughout most of sub-Saharan Africa.

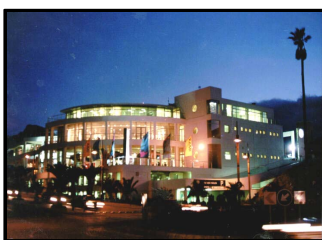
### Technical Capability

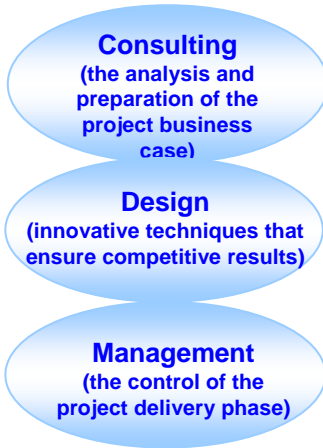
**ARCUS GIBB** is an integrated group of highly trained engineers, scientists and project managers providing cost effective solutions and specialist services in a wide range of disciplines. Our multi-disciplinary consulting, design and management approach allows for the development of projects in a holistic way as this is believed to be the best environment to more fully meet the needs of our clients.

We offer multi-disciplinary consulting, design and management services, which provide our clients with solutions to complex issues that face all sectors of commerce and industry today. These services are provided at a variety of levels and offer solutions to unique and technically challenging problems.

### Broadly our services include:

- Business Consulting
- Environmental and Geotechnical
- Water and Sanitation
- Transportation
- Infrastructure
- Building Services
- Roads and Highways
- Rail
- Electrical and Mechanical





## Transformation

**ARCUS GIBB's** employment equity policy strives to be one where no employee or prospective employee will be discriminated against. Our status of 40%PDI staff is amongst the highest in South Africa.

Our Employment Equity Plan focuses on five areas:

- Control (shareholding and directors)
- Employment equity
- Skills development
- Procurement policy
- Corporate social investment

## Training

The South African operation has always encouraged a non-discriminatory recruitment policy. Our commitment to invest in education and training has led to 50% of our bursary holders for this year being categorised as PDI.

## SADC/Africa

We have been involved in the SADC region as part of the GIBB Africa Group with current operations in Angola, Botswana, Swaziland and Mozambique, covering a broad spectrum of projects.

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## Quality

**ARCUS GIBB** has been certified as being compliant with the ISO 9001 requirements in our offices in Rivonia, Cape Town, Pretoria, Durban, East London and Port Elizabeth. This achievement re-affirms the company's commitment to quality and puts us one step closer to achieving our corporate aim: For the quality of work we undertake to be unsurpassed.

**ARCUS GIBB** has an impressive collection of national and international awards for engineering projects covering all disciplines since its inception in 1956.

## Resources

We have a staff complement in excess of 600 with 16 design and project offices throughout southern Africa. Our offices are locally managed and offer a range of different services according to local needs. The offices are linked by computer networks, allowing the easy transfer of documents and drawings, and enabling the most suitable **ARCUS GIBB** staff to work on any project regardless of the location. This allows the group of companies to provide a rapid and positive response to special needs in any office, which is carefully monitored by a local project director.



**ARCUS GIBB** offers specialist services in a multi-disciplinary environment:

#### General services

- Commissioning
- Computer modelling
- Construction supervision
- Contract administration
- Design and construction documentation
- Economic evaluation
- Emerging professional and contractor development
- Feasibility studies and financial modelling
- Labour intensive construction
- Master planning
- Policy, strategy and guidelines development
- Procurement
- Project evaluation and finance
- Project and construction management
- Site investigations
- Tender documentation and evaluation
- Training, development and technology transfer

#### Business Consulting

- Advisory services
- Community and social development
- Development and facilitation
- Housing advisory services
- Local economic development planning
- Management systems
- Privatisation studies and audits

#### Water and Sanitation

- Dams
- Flood runoff and management
- Hydropower
- Sanitation
- Water demand management
- Water resources
- Water supply
- Water and wastewater treatment

#### Environmental and Geotechnical

- Environmental liability and risk assessment
- Environmental management
- Environmental planning
- Geotechnical investigations
- Site remediation
- Waste disposal and management

#### Transportation

- Airports
- Pavement rehabilitation
- Public transport
- Rail
- Roads and bridges
- Traffic
- Transportation

#### Infrastructure

- Agriculture
- Civil
- Electricity supply
- Maritime
- Land use planning
- Municipal services
- Township services

#### Building Services

- Electrical services
- Electronics
- Mechanical services
- Structures