



THREE TIER
CONSTRUCTION

**PROVIDING
CUSTOMISED
CONSTRUCTION
SOLUTIONS**

Mechanical Construction

Electrical & Instrumentation

Civil & Infrastructure



WELCOME TO THREE TIER

Three Tier Construction (Pty) Ltd is a multi-faceted company that operates predominantly in the industrial construction sector in Southern Africa (SADC) specializing in the following sectors:

Mechanical, piping, tankage and structural steel

Electrical and Instrumentation

Civil and Infrastructure development

Our approach provides a service that is focused on “providing customised construction solutions”. Our personnel are vastly experienced and it is this specialised “know-how” that helps to uniquely position Three Tier Construction within the engineering and construction sector.

VALUE PROPOSITION

Three Tier Construction delivers world class customised construction solutions based on specialised industry knowledge and management competencies. This set of unique capabilities helps ensure guaranteed delivery and quality.

A SOLID FOUNDATION

Three Tier Construction's fundamental pillars of service delivery are based on:

Safety

Quality

Productivity & efficiency management

The owner managed dynamic leadership team that boasts over 100 years of engineering and management experience is dedicated to the delivery of the company's value proposition. The company's success and growth has emanated from the commitment to the company's value proposition that is coupled with extensive engineering, construction and project management expertise.

Focus has been on the development of long term relationships in delivering a successful project by encompassing the following:

- Understanding the client's requirements
- Providing a customised solution
- Forming a partnership with clients to ensure the successful delivery of projects to client-specific requirements.





Three Tier Construction is a future-driven company with proud traditions. The company is committed to Black Economic Empowerment and various other initiatives that enhance social economic development and growth. Strong emphasis is placed on sound and sustainable values of:

Integrity
Excellence
Trust
Leadership
Leadership development
Team work
Growth

BBBEE

Three Tier Construction is a black owned organisation with a Broad-Based Black Economic Empowerment (BBBEE) accreditation with strong commitment to development of Previously Disadvantaged Individuals (PDI). The company provides various training and skills development opportunities that lead to sustainable employment.



EXECUTIVE LEADERSHIP TEAM

The Three Tier Construction leadership team is dedicated to the realisation of the company's value proposition. The company's success has been re-enforced by the following pillars of strengths:

- Extensive construction and project management expertise
- Extensive long term relationship and partnership building between clients.



Mike Naidoo Executive Director

Mike is a successful entrepreneur that has managed various construction and engineering companies prior to joining Three Tier Construction in 2004 as a founding member. He currently serves as managing director of Three Tier Construction. He also plays an active role in the development of young professionals within Three Tier Construction.



Rakesh Singh Executive Director

Rakesh is an engineering professional and has worked in various industries as an engineer and project manager spanning over 26 years. Rakesh joined Three Tier Construction in 2018 as Chief Operations Director, responsible for projects across all sectors within the Three Tier Group of Companies.



Zeyn Kirsten Executive Director

Zeyn is a mechanical engineering professional with specialisation in the areas of piping, mechanical installation and fabrication. Zeyn has strong entrepreneurial skills and jointly founded Three Tier Construction with Mike in 2004. He currently heads up the operations of Three Tier Construction placing strong emphasis on project execution and efficiency management.



Nicole Majola Executive Director

Nicole joined Three Tier Construction as Commercial Director in 2017 having previously spent her time in advisory and management roles at KPMG South Africa's Advisory Office and thereafter The Standard Bank of South Africa Ltd. Nicole has extensive Business Services sector experience in risk assessments, negotiating ongoing contracts, setting and delivering the company plan, and implementing new strategies ensuring the organisation follows industry best practice.



Shanon Naidoo Executive Director

Shanon is a mechanical engineering professional that came up the ranks into Three Tier Construction management. Shanon began his career in the company as a student who was sponsored to study Mechanical Engineering via the company's growth and development plan. He was appointed to the board in 2016. He plays an active role in various sectors of project execution.



Manickum Reddy Executive Director

Manickum is an entrepreneur that started his career in the electrical environment and served as a director of various electrical companies. He joined the Group in 2016 as an operations director, responsible for the electrical and instrumentation division. He has managed electrical and instruments projects in various large private sector companies and government infrastructure. development.



Phumzile Mercy S. Wati Mhlono Non Executive Director

Mercy has worked in various industries both locally and abroad. She has been appointed to the board as a non-executive director in 2016 and is responsible for new business development and plays an active role in the development of previously disadvantaged individuals and communities. She augments the company's strategy in terms of the company's social responsible initiative and development of human capital.



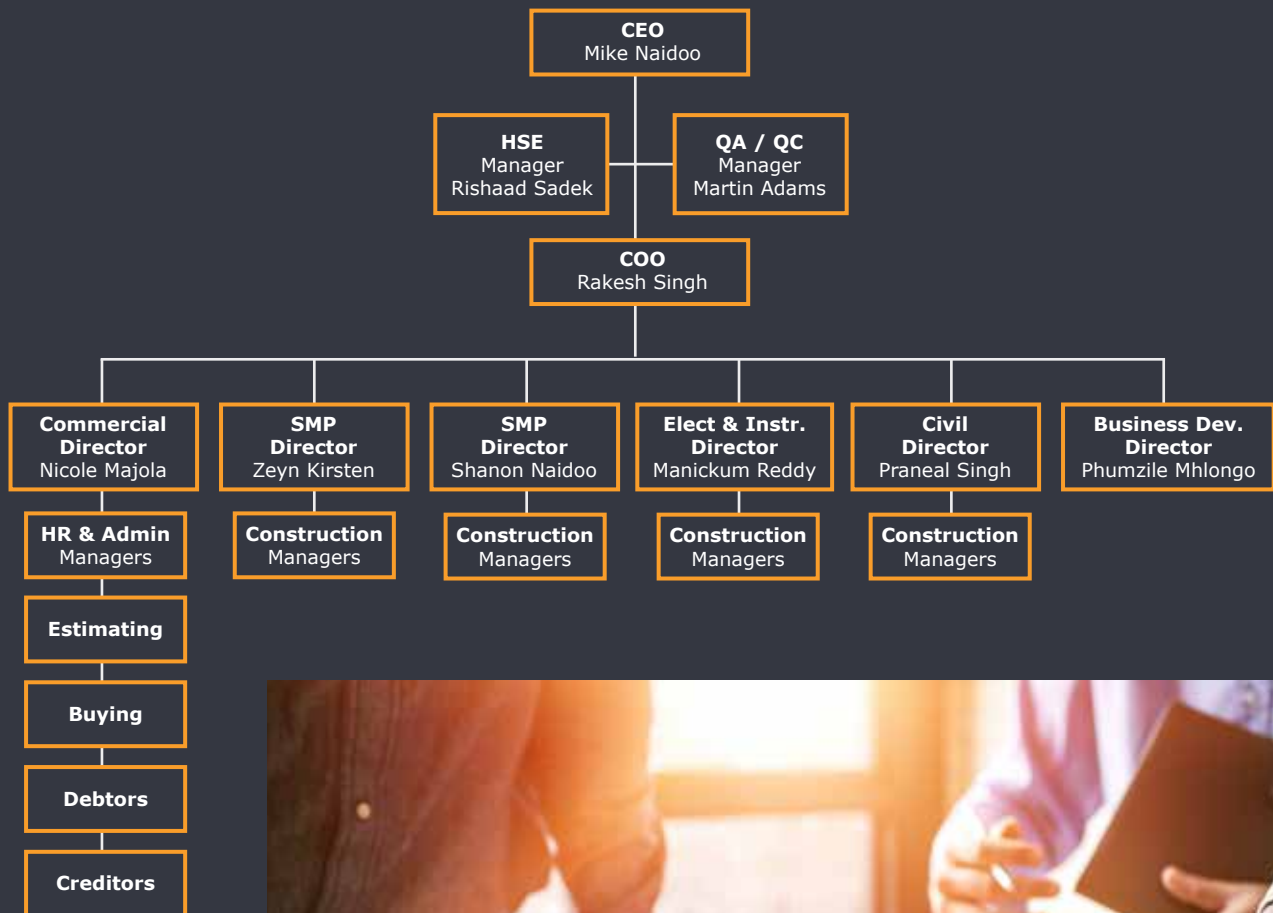
Praneal Singh Non Executive Director

Praneal joined the company as a non-executive director in 2016 and is responsible for civil infrastructure development in both the private and public sector. He has strong entrepreneurial skills and has been responsible for major developments from concept to completion. He augments the company's strategy in the areas of civil infrastructure development.

ORGANISATIONAL STRUCTURE

Our organisational structure focuses on:

- Efficient business development focusing on customised solutions
- Creating value and sustainable growth
- Developing the built environment by complementing the strategies of different organisations
- Providing Turnkey solutions
- Consultative management approach - management by consensus.



REGISTRATION AND ACCREDITATION

Three Tier Construction is registered with the Construction Industry Development Board (CIDB).



OUR BUSINESS

South Africa is home to Three Tier Construction, however, Southern Africa (SADC) is our project workspace. Building new, upgrading and reconditioning industrial plants and equipment for our clients' requirements has made Three Tier Construction a recognised name in the construction industry.

SERVICES

Our core specialised services include:

PIPING

Piping Isometrics
Carbon steel, Stainless steel,
Alloys & exotic materials
High & Low pressure systems
Fabrication
Installation
Testing

CIVILS

Construction of industrial, commercial
& domestic infrastructure
Earth works and road construction

ELECTRICAL & INSTRUMENTATION

Total turnkey electrical & industrial instrumentation
Detail electrical & instrumentation drawings
Electrical & instrumentation installation

STRUCTURAL STEEL

Detailing
Fabrication
Erection

MECHANICALS

Installation
Final alignment
Testing & Commissioning





SUPPORT SERVICES

Our support services include:

Project Management
Materials Management
Procurement
Project Logistics

INDUSTRIES & MARKETS

Our extensive experience is one of our strengths and the range of industries we have serviced is indicative of this trait, we have expertise in the following sectors:

Paper and Pulp
Sugar
Mining
Energy
Water
Petrochemical



HSEQ

Three Tier Construction is committed to conducting business in an economic and environmentally sustainable manner. The company bases its foot print on four fundamentals:

Sustainability – economic and environmental

Safety

Quality

High efficiency and productivity

These four pillars rank amongst the business' utmost priority and is considered to be an integral part of the business' strategy.

We commit to open communication with our clients, employees, sub-contractors, suppliers and hosting communities to encourage a culture of responsibility in every aspect of our business.

HEALTH & SAFETY

Three Tier Construction has amongst others the following accreditations:

ISO 45001

Three Tier Construction conducts its business in a manner such that the health and safety of all stake holders is of utmost importance. In line with our key values are embedded the culture of continuous improvement. This is achieved by continuous benchmarking against international industry standards.

Three Tier Construction is a NOSA compliant organisation and has a Health and Safety system with the highest standards.

The High Five forms the basis of our HSE leadership.





ENVIRONMENT

Three Tier Construction recognises the role of the environment and the impact it has on future growth, hence the company is committed to conducting business in an environmentally sustainable manner by strictly adhering to all legislations and current events that impact on sustainability and the environment. This is achieved by creating awareness to all stake holders internally and externally.

The following pillars form a framework upon which the company forms its environmental policy:

- Complying with legislation and other legal requirements
- Identifying and implementing best practice
- Setting & benchmarking environmental targets
- Providing the required training to staff
- Conducting regular audits on all our projects

QUALITY

Three Tier Construction has amongst others the following accreditations:

ISO 9001:2015

ISO 3834-(Part 2)

Regular audits are conducted to ensure that our systems are being followed and are working to make Quality Assurance a reality.

The Company's Quality Management System (QMS) ensures that quality is implemented throughout the value chain from the inception of a project to handover.

**Get it right, the first time.
Every time.**

PAST PROJECTS

YEAR	CLIENT & PROJECT NAME	NATURE	PROJECT DESCRIPTION
2021	Mondi Richards Bay Recovery Boiler RB1 Rebuild	Rebuild	Mechanical, Piping and Structural Steel
2020	Mondi Richards Bay Steam Turbine Upgrade	Upgrade	Mechanical and High Pressure Piping
2020	Mpact Piet Retief Sodium Sulphate	New Plant	Mechanical, Piping and Structural Steel
2019	Mondi Richards Bay CRU 2 Upgrade	Upgrade	Mechanical and High Pressure Piping
2019	Mondi Richards Bay CPX Tank	Refurbishment	Repairs to existing tank
2018	Sappi Saicco Chlorine Di Oxide Production	Upgrade	Conversion from Sulphur dioxide to Hydrogen peroxide - mechanical, piping, tanks and civil works
2018	Sappi Saicco C3 Upgrade	Upgrade	Capacity improvement project-mechanical and piping including the installation of a new headbox
2018	Sappi Saicco Screening plant upgrade	Upgrade	Refurbishment and installation of mechanical equipment and associated piping
2018	Sappi Saicco	New	Civil and structural steel work of new laboratory
2018	Sappi Saicco Annual Shutdown	Upgrade	Firemain upgrade - piping and associated equipment
2018	Sivest Rokwil Property Development	Upgrade	New pumping station - mechanical installation of associated equipment and piping
2017	Kantey and Templer NPC Port Shepstone	Upgrade	Alternative Liquid Fuel Project - Piping and Mechanicals
2017	Kantey and Templer BASF Umbogontwini	Upgrade	Dispersion Plant - Piping
2017	PJ Plastics	Repair	Wire up plant, repairs, install and maintenance.
2017	Sappi Stanger	New Plant	Set up brick yard, set up timber factory
2016	Mondi Annual Shutdown	Shutdown	Piping and ducting fabrication and installation
2016	Mondi Wood Yard Upgrade	Newplant	Installation of Stacker, Reclaimer, Chipping Line, Conveyors and other free issue items
2016	Illovo IP Steam Upgrade	Upgrade and Shutdown	Steam piping fabrication and installation
2016	Prestyle Builders	New Housing	Housing Electrical
2016	Metalix	Upgrade	Relocate factory and upgrade electrics of two factories
2016	Durban Bays	Maintenance	Wire up machine and maintenance
2016	Nampak Isithebe	New Machine	Installed new machine and commission
2016	Kas Builders	New Buildings	Electrical for flats, houses and factories

2016	Tommy Builders	New Buildings	Electrical for flats, house and factories
2016	Rapid Builders	New Buildings	Flats, schools and clinics
2015	Total SA Umbono	Upgrade and Shutdown	Petrochemical piping, fabrication, installation and mechanical equipment installation
2015	Kerry Ingredients	New Plant	Process piping fabrication and installation and mechanical equipment installation, ducting, pumps and chillers
2015	Bosch Project Illovo Umbombo Mill	Shutdown	Piping fabrication, installation and mechanical equipment installation, conveyors, pumps, ducting
2015	Rods Construction	New Buildings	Caltex service station and houses
2015	Gledhow sugar milling	Upgrade	Upgrades, maintenance jobs, O, H Lines, conveyors, dols, cable racks, lighting
2015	Sappi Stanger	Upgrade	Upgrades, maintenance jobs, O, H Lines, conveyors, dols, cable racks, lighting
2015	Sappi Kraft Tugela	New Plant	DC's + DOL and Commission, Copeland Filter Plant, Waste Plant, Guillotine Cutter, Lignosulphate Project, Upgrades on machines and panels, Cables and Cable Racks
2015	Cape Kraft	Upgrade	Upgrade of Waste plant
2015	Department of Public Works	New Buildings	Schools hospitals, training grounds, clinics and department of transport
2014	Group Five TMI	New Plant	Petrochemical structural steel detailing fabrication and erection
2014	Transnet Capital Projects	Tanks	Design, manufacture and install Diesel tanks
2014	Total SA Wharfline	Shutdown	Petrochemical piping, fabrication, installation and mechanical equipment installation

OUR CLIENTS





THREE TIER

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