



**THREE TIER**  
UGANDA

**PROVIDING  
CUSTOMISED  
CONSTRUCTION  
SOLUTIONS**

Mechanical Construction

Electrical & Instrumentation

Civil & Infrastructure



International  
Organization for  
Standardization



Lloyd's  
Register



# WELCOME TO THREE TIER UGANDA

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Three Tier Uganda Ltd is a subsidiary of Three Tier Construction South Africa which is a multi-faceted company that operates predominantly in the industrial construction sector.

The progressive economic growth of Uganda has prompted the formation of Three Tier Uganda. Three Tier Uganda Ltd was borne of the need to provide specialized services to the East African Region.

Three Tier Specializes in the following:

**Mechanical construction, 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 is vastly experienced and it is this specialised “know-how” that helps to uniquely position Three Tier within the engineering and construction sector.

## VALUE PROPOSITION

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Three Tier Uganda strives to deliver world class customised construction solutions based on specialised international industry knowledge and management competencies. This set of unique capabilities helps ensure guaranteed delivery, quality and stake holder confidence.

## A SOLID FOUNDATION

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Three Tier Uganda’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 Uganda is a future-driven company encapsulated by the proud traditions of the parent company. The company is committed to Region Based 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**

## REGIONAL BASED ECONOMIC EMPOWERMENT

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Three Tier Uganda is an organisation that commits itself to Regional Based Economic growth and Development. The company provides various training and skills development opportunities that lead to sustainable employment.



# EXECUTIVE LEADERSHIP TEAM

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The Three Tier Uganda 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.



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## **Mike Naidoo Executive Director**

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Mike is a successful entrepreneur that has managed various construction and engineering companies prior to joining Three Tier Construction in 2005 as a founding member. He currently serves as Managing Director of both Three Tier Construction and Three Tier Uganda. He also plays an active role in the development of young professionals within the Three Tier group of companies.



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## **Rakesh Singh Executive Director**

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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 Officer.

Rakesh has been appointed as COO of Three Tier Uganda.



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## **Zeyn Kirsten Executive Director**

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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 2005. He currently heads up the operations of Three Tier Construction placing strong emphasis on project execution and efficiency management.

Zeyn has been appointed as an Executive Director of Three Tier Uganda, focusing primarily on Oil, Gas and Energy Projects.



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## **Shanon Naidoo Executive Director**

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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.

Shanon has been appointed as an Executive Director of Three Tier Uganda focusing primarily on Civil and Infrastructure Development.



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## **Nicole Majola Executive Director**

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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. 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.

Nicole has been appointed as Commercial Director of Three Tier Uganda Ltd.



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## **Muzafaru Mugarura Executive Director**

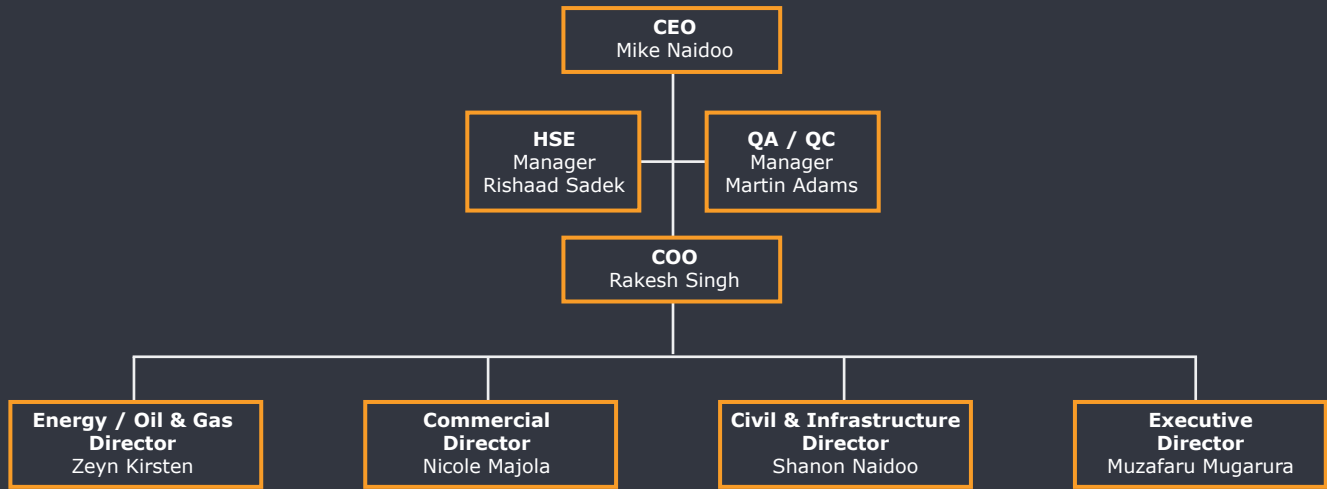
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Muzafaru is a Ugandan national who has been appointed Director of Three Tier Uganda with key focus on new business development, growth and strategy. Muzafaru augments the company's strategy in terms of the company's social responsibility initiative and development of human capital.

# 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.





# OUR BUSINESS

Working with clients to meet their tailor made expectations has made Three Tier a recognised name in the construction industry.

Our Business focuses on:

- New buildings and infrastructure
- Upgrading and reconditioning industrial plants and equipment
- Oil & Gas, Energy and sustainability projects
- Mining Infrastructure Development

# 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

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Our support services include:

Project Management  
Materials Management  
Procurement  
Project Logistics

# INDUSTRIES & MARKETS

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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 – Fossil and Renewable  
Water and Sanitation  
Petrochemical / Oil & Gas





# HSEQ

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

- Health & Safety
- Sustainability - economic and environmental
- Quality 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 Uganda 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.

The High Five forms the basis of our HSE leadership.







# ENVIRONMENT

Three Tier Uganda 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 & PRODUCTIVITY

Three Tier Construction has amongst others the following accreditations:

ISO 9001

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.**



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# PAST PROJECTS

YEAR	CLIENT & PROJECT NAME	NATURE	PROJECT DESCRIPTION
2021	<b>Mondi Richards Bay</b> Recovery Boiler RB1 Rebuild	Rebuild	Mechanical, Piping and Structural Steel
2020	<b>Mondi Richards Bay</b> <b>Steam Turbine Upgrade</b>	Upgrade	Mechanical and High Pressure Piping
2020	<b>Mpact Piet Retief</b> Sodium Sulphate	New Plant	Mechanical, Piping and Structural Steel
2019	<b>Mondi Richards Bay</b> CRU 2 Upgrade	Upgrade	Mechanical and High Pressure Piping
2019	<b>Mondi Richards Bay</b> CPX Tank	Refurbishment	Repairs to existing tank
2018	<b>Sappi Saicco</b> Chlorine Di Oxide Production	Upgrade	Conversion from Sulphur dioxide to Hydrogen peroxide - mechanical, piping, tanks and civil works
2018	<b>Sappi Saicco</b> C3 Upgrade	Upgrade	Capacity improvement project-mechanical and piping including the installation of a new headbox
2018	<b>Sappi Saicco</b> Screening plant upgrade	Upgrade	Refurbishment and installation of mechanical equipment and associated piping
2018	<b>Sappi Saicco</b>	New	Civil and structural steel work of new laboratory
2018	<b>Sappi Saicco</b> Annual Shutdown	Upgrade	Firemain upgrade - piping and associated equipment
2018	<b>Sivest</b> Rokwil Property Development	Upgrade	New pumping station - mechanical installation of associated equipment and piping
2017	<b>Kantey and Templer</b> NPC Port Shepstone	Upgrade	Alternative Liquid Fuel Project - Piping and Mechanicals
2017	<b>Kantey and Templer</b> 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	<b>Mondi</b> Annual Shutdown	Shutdown	Piping and ducting fabrication and installation
2016	<b>Mondi</b> Wood Yard Upgrade	Newplant	Installaton of Stacker, Reclaimer, Chipping Line, Conveyors and other free issue items
2016	<b>Illovo</b> 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	<b>Total SA</b> Umbono	Upgrade and Shutdown	Petrochemical piping, fabrication, installation and mechanical equipment installation
2015	<b>Kerry</b> Ingredients	New Plant	Process piping fabrication and installation and mechanical equipment installation, ducting, pumps and chillers
2015	<b>Bosch Project</b> 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	<b>Group Five</b> TMI	New Plant	Petrochemical structural steel detailing fabrication and erection
2014	Transnet Capital Projects	Tanks	Design, manufacture and install Diesel tanks
2014	<b>Total SA</b> Wharfline	Shutdown	Petrochemical piping, fabrication, installation and mechanical equipment installation

## OUR CLIENTS





# THREE TIER

## UGANDA

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