



# COMPANY PROFILE

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## 1. Background

Safetysure covers a wide range of business sectors. These include Construction, Leisure, Recreation, Retail, Renewable Energies and Site Services. We are a registered company in Lesotho since August 2015 and our operations started in September 2015. Also, we are registered member of *South African Institute of Occupational Safety and Health since 2016 (SAIOSH)* <https://seals.prod.privyseal.io/646b5259-204e-4209-bc8d-d6629997b53b>.

The company has the team of experts having extensive experience in the provision of tailor-made solutions for organisations who seek a co-ordinated approach to managing their risks and statutory requirements.

## 2. Vision

To be the most trusted and respected professional services firm recognized by our clients and all involved stakeholders for delivering excellence.

## 3. Mission

To serve our clients by providing the highest quality professional services that addresses their business issues. We attract, recruit, and retain the most knowledgeable and passionate professionals and we provide a collaborative culture that enables them to thrive professionally and personally. We deliver superior financial results to the investment community while contributing to the communities which we live and work.

## 4. Mission, Vision and Values

Our unique vision, mission and values capture the essence of who we are and how we interact with one another. In addition, it speaks to how we go to market and another commitment to delivering excellence to our clients, shareholders and the community.

## 5. Objectives

- Providing excellence custom-made Safety Policies/ Safety Management Systems.
- Facilitating health and safety instruction, information and training.
- Promoting ownership of the Policy/ Safety Management System to increase its effectiveness as a management 'tool'.
- Ensuring we offer a competitive price for the provision of these services.
- Developing pragmatic solutions to client's problems.
- Being flexible in our approach and offering a personal and professional service.
- Providing high standard competent safety advice in accordance with Labour Code Order of 1992.



## 6. Values

- **Integrity**

We do the right thing regardless of the consequences

- **Pursuit of Excellence**

we continually strive to exceed the expectations of our people and our clients

- **Accountability**

we take responsibility for individual and collective actions

- **Collaborated energy and enthusiasm are contagious.**

We are inspired to make lasting impact



## 7. Slogan:

“Safety is our goal what's yours?”

## 8. Safety Management

Safetysure has extensive experience and knowledge in developing Health and Safety Management Systems/Health and Safety Policies for a diverse range of clients. This can range from developing simple easy to use Safety Management Systems for small and medium sized businesses, to assisting national organisations with the co-ordination of their health and safety management.

The Safetysure Management System has been developed using the HSE – HSG (65) Successful health and safety management, the key elements of the framework used include;

- Policy – which sets out a clear direction for the organisation to follow;
- Organising – an organisational chart and responsibilities to detail how the organisation has arrangements in place for the delivery of the policy;
- Planning & Implementing – provides a planned and systematic approach to the implementation of the policy;
- Measuring performance – ensure a framework is established to effectively measure safety performance against agreed targets;
- Auditing and Reviewing Performance – allows you to learn from relevant experiences and feedback into policy as necessary. What are the key benefits of Safety Management System?
- Provides a structured and systematic framework addressing safety issues;
- Provides documentary evidence in support of Duty of Care compliance;
- Clearly identifies line managers, supervisors and employee health and safety responsibilities;



- Provides a means of monitoring and reviewing the effectiveness of safety arrangements;  
Gives access to a source of reference for the routine health and safety business operations.



***Examples of the health and safety procedures within the Safety Management System are:***

- Access Equipment Safety
- Accident Reporting
- Electrical Safety and
- Permit to Work

## 9. Consultancy Packages

Safetysure Consultancy Packages have flexibility that allows the client to select the appropriate elements to satisfy their business needs. A recent example of a Consultancy Package for a small to medium enterprise (SME) included:

- Provision of a tailor-made Health and Safety Management System for your business.
- Devolved documents for selected Line Managers as required.
- Installation of the Safety Management System and devolved documents
- Scheduled visit(s) per year to monitor the effectiveness of system
- Updating of your system as required or in line with changes in statute
- Telephone support combined with a local, flexible and personal service
- Reduced Day Rate for additional services.

However, we can develop a range of consultancy solutions for example, a simple Health and Safety Policy with one visit and telephone support to a multi-site integrated Safety Management System.

Various additional services can be added to this Consultancy Package, these could include:

- Health and Safety Audit
- Health and Safety Inspections
- Conducting Risk Assessments
- Training
- Noise and Vibration Assessments

## 10. Risk Assessment

### 10.1. Why do we need risk assessments?

It is a legal requirement of the Management of Health and Safety at Work as per Labour Code Order of 1992 that all employers and self-employed people to make a suitable and sufficient assessment of the risks to workers and any other who may be affected by their work or business.

### 10.2. What takes place in the risk assessment process?

The Safetysure Safety Risk Assessment process provides a systematic means for you to carry out and record your risk assessments by:

- Identification of hazard
- Deciding who might be harmed and how
- Assessing the severity of the risk
- Recording existing control measures
- Identifying further actions
- Providing a review mechanism



### 10.3. What are the benefits of conducting risk assessments?

They allow you to take decisions on controls that are both appropriate and cost-effective.  
What types of activities require risk assessment?

Just about every activity will require some form of risk assessment. These assessments could include:

- General risk
- Fire risk
- Manual Handling
- Display Screen Equipment (DSE)
- Control of Substances Hazardous to Health (COSHH)
- Hazard Analysis Critical Control Points (HACCP's)
- Noise
- Vibration
- Work Equipment
- Young Person
- Machinery
- New or Expectant Mothers
- Design

### 10.4. How Safetysure can help with risk assessments?

It is the Safetysure philosophy to encourage organisations to conduct their own risk assessments, using the assessment sections in our SMS for a practical template. This has proved to be a most cost-effective means of conducting risk assessments; however, where appropriate Safetysure consultants can provide the necessary expertise and assistance to your business.

## 11. Training

### 11.1. Why do I have to train my employees?

The Labour Code Order of 1992 stipulates a General Duty on all employers to ensure, so far as is reasonably practicable, the provision of such information, instruction training and supervision as is necessary. Furthermore, the Management of Health and Safety at Work Regulations 1999, requires every employer to consider employees capabilities based on health and safety and that they are provided with adequate health and safety training.

- Training is a key requisite within many other regulations, for example:
- Provision and Use of Work Equipment (PUWER)
- Manual Handling Operations Regulations
- Working at Height Regulations
- Control of Substances Hazardous to Health Regulations
- First Aid at Work Regulations

Training needs are likely to be greatest for new employees on recruitment.

Every employee should receive basic induction training on your health and safety arrangements. This will include:

- Your organisations Health and Safety Policy
- First aid arrangements
- Fire prevention procedures
- Evacuation procedures
- Specific employee responsibilities
- Workplace hazards and risk control measures
- Communication channels for hazard reporting



- Welfare facilities
- Accident, incident or near miss reporting

Training should not only be formal, with thus can include safety briefings, tool box talks and information on the findings of risk assessments.

Informal training or briefings may include topics such as:

- fire evacuation
- use of fire extinguishers
- first aid arrangements
- housekeeping standards
- Tool box talks will be provided by trained operatives and cover topics such as:
  - safe use of ladders/stepladders
  - use of hazardous substances
  - manual handling
  - working at heights
  - correct use and storage of PPE etc.

**\*Who can carry out training?**

If you have suitable resources and expertise in-house then, in most cases, the employer can carry out and record the training or instruction sessions themselves.

However, if you feel that specific training issues are beyond your organisation then please discuss it with us. Our team has many years of experience in course design and training. We can tailor the training to meet your specific needs. With a mixture of theory and practical elements we aim to make our training as beneficial and interesting to employers and employees.

There are many specific topics on which Safetysure can provide structured training or instruction. These include:

- General Health and Safety Awareness training
- Safety Health and Environmental Representatives training
- First Aid at Work training
- First Aid at Work training (refresher)
- House Keeping training
- Manual Handling Safe Lifting Techniques training
- Manual Handling Assessment
- Control of Hazardous Substances
- Office Safety or Ergonomics
- Display Screen Equipment Assessment
- Risk Assessment
- Fire Safety training
- Storage and Stacking training
- Working at Heights training
- Scaffold Erector training
- Scaffold supervisor training
- Scaffold Inspector training
- Workplace Safety Inspection training
- Machinery Safety training
- Internal Safety Auditing training
- Accident Investigation training
- Power tool training
- Rigging training
- Personal Protective Equipment training
- Fire Extinguisher Training
- Fire Safety Audit training
- Fall protection planner training
- Construction Design and Management training
- Flag Mans training



## 12. Fire

### 12.1. Why manage fire safety?

Fire will always represent the greatest risk to life and loss of property to business. However, there are many fires that occur within smaller commercial premises that cost lives and often businesses never recovery trading following a fire.

Great advances have been made in fire detection systems, reducing the number of serious fires and deaths. Many buildings are still lost through poor construction, maintenance and general lack of regard for fires.

### 12.2. Who is responsible?

All employers or persons in control of the premises or sites must carry out fire risk assessments for all places of work. This is a wide-ranging requirement which is dependent on employees or those in control of the workplace being competent to undertake the fire risk assessment. In undertaking the assessments, we must be able to demonstrate compliance with:

- Health and Safety at Work Act
- The Management of Health and Safety at Work Regulations
- Electricity at Work Regulations
- Construction (Health, Safety and Welfare) Regulations
- Fire (Labour code order)
- Provision and Use of Work Equipment Regulations
- Highly Flammable Liquids and Liquefied Petroleum Gases Regulations.

### 12.3. How do we assess the risk of fire?

This process requires those responsible, to look at the whole process of fire safety.

- Identify the potential sources of ignition (electricity, smoking, naked flame etc). This would include evidence of
- statutory inspections
- Identify combustible/flammable materials and their current storage arrangements.
- Identify people at risk
- Identify structural features that will aid to the rapid growth and spread of smoke and fire. (c.g. holes through walls,
- doors that do not close properly or have excessive gaps)
- Identify the current arrangements for detecting a fire and raising the alarm.
- Check that arrangements are in place for training and safe evacuation of the premises.

### 12.4. Where can I get help?

Safetysure can provide expert advice on all matters relating to fire, including:

- Fire risk assessments
- Fire Safety Policy
- Fire safety Training
- Development of evacuation procedures
- Producing Fire Plans
- Fire Extinguishers service



## 2. Food Hygiene

### What the Law Requires?

It attempts to streamline food law and improve clarity and consistency in the whole food production chain – from 'farm to fork'. The main changes are that the enforcing authorities will be looking for how you manage food safety, for example document control, staff training and policy development.

The Hazard Analysis Critical Control Points) HACCP's program will form the basis to controlling food hygiene in your organisation. Safetysure can assist you in many ways with this process, namely;

- Integration of the HACCP process into your Safety Management System/Health and Safety Policy
- Training of employees and key Line Managers in the successful implementation of the system
- Developing site specific documentation to assist you in proving due diligence in your business
- Conducting an initial food safety audit and production of a detailed report with recommendations and a programme of action.

## 14. Measuring Safety Performance

Measuring performance is essential if you are to maintain and improve the management of health and safety in your organisation.

There are two ways in which you can generate information on performance in your organisation:

- Active systems which will monitor operation of management arrangements, Risk Control Systems and workplace precautions. Active monitoring will provide you with feedback on the Company's performance before an accident, incident or ill health.
- Reactive systems which monitor accidents, ill health, incidents and other evidence of other deficient health and safety performance.

Measuring Health and Safety Performance allows you to assess how effectively you are controlling risks, and how well you are developing a positive health and safety culture. Measurement is a key step in any management process and forms the basis of continual improvement. If measurement is not carried out correctly, the effectiveness of the health and safety management arrangements are undermined and there is no reliable evidence to inform us how well the health and safety risks are controlled.

Increasingly, there is a need to demonstrate to external stakeholders i.e. Insurance Companies; Contractors and Shareholders, that measures to control health and safety risks are in place and that they are operating correctly and are effective.



Therefore, all our health and safety arrangements/procedures have a section detailing how you will measure performance. Safety can assist you in achieving this in many ways, namely:

- Design of a tailor-made monitoring programme to suit your organisation.
- Undertaking an External Audit – and providing a report for Senior Management.
- Conducting Site Inspections.
- Providing Audit and devising a rolling programme of audits.
- Accident Investigation.
- Environmental monitoring and health surveillance.
- Design and development of site specific inspection checklists.



## 15. Construction Safety

Health and Safety in construction has changed over recent years with the aim being to design out hazards wherever possible.

These changes are likely to re-define the duties of the client and designers with greater emphasis on health and safety at the very early stages of design.

This may well be required prior to any design work taking place.

There will still be a requirement to produce a pre-tender health and safety plans, construction phase plans and health and safety files.

Principal and main contractors are required to manage their works, meeting their obligations set out in the legislation.

Safetysure is available to advise you from conception throughout the completion of works. They have acted as Planning Supervisor to:

All construction sections including:  
Construction Design and Management

## 16. Sales

- Personal Protective Equipment (PPE)
- Fire Extinguishers
- Fire Extinguishers servicing
- Fire extinguisher recharge
- First Aid kits
- First Aid refill kits and;
- Sale of other machinery and equipment

## 17. Other Services

Other services that can be provided by Safetysure include:

- Water Safety Training
- Transport and Plant Hire
- Management consultancy activities and;
- Other consultancy activities

### Occupational Health

- Noise Assessments – Audiometric Testing
- Vibration Assessments
- Display Screen Equipment (DSE) Assessments



## Environmental Impact Assessments

Emission Testing  
Health Surveillance  
Local Exhaust Ventilation Testing  
Exposure Monitoring (Dusts, Vapours, Fibres, Fumes, Noise and Vibration)

## Business Continuity

Risk Management  
Emergency Response  
Business Continuity Management Systems



## 18. Clients

Safetysure clients include:

Mpilo Boutique Hotel  
Maluti Sky  
Econet Telcom Lesotho  
Lesotho Electricity Company (LEC)  
Letšeng Diamonds Mine  
Turkey Construction Lesotho (TCL)  
Liqhobong Mining Development Company  
COMNET  
Tmf  
BMI  
Formosa Textiles (PTY) Ltd  
Machabeng College  
Water Affairs  
Storm Mountain Diamonds  
LSP Construction  
Mothae Diamonds Mine  
Medigrow  
Minopex  
International Facilities Services (IFS)  
Spectrum  
Basil Read  
G4S  
LLS Technologies  
Katse Fish Farms  
KAZE Construction  
VJB Construction  
FEJO Electro Chemicals  
Mokete One Construction  
Jupiter Construction  
ESCON Engineering  
PVR Engineering  
Pick'n Pay  
World Bank  
Sani Mountain Lodge  
WBHO/LSP JV



Rumdel  
Lesotho Flour Mills  
Computer Business Solutions (CBS)  
Alluvial Ventures (Lets'eng Diamonds)  
SCLC JV (Polihali Dam)  
CMS (Lets'eng Diamonds)  
CLM JV (Polihali Dam)  
Naleli Family Clinic (Maseru and Polihali Dam)  
Thakadu Filling Station  
One Power Africa  
Maliba Lodge  
National Drug Service Organisation (NDSO)  
Central Bank of Lesotho  
Open Source Engineering  
Polihali Village JV  
Mr Price  
Bophelo BioScience  
TUWANA Contruction  
UNIK Construction  
Bophelo Biomed  
KKM JV (Polihali)  
Minet Insurance  
Maluti Mountain Brewery  
KKM JV  
Infinity Holdings  
Lere Pest Control  
Corrocoat  
KFC  
Lihoai Consultancy  
Semonkong Lodge  
Lindy Guest House  
Zile' Bakery  
Cashbuild  
SRS

