



MUTOLE

SERVICES

COMPANY PROFILE

# OVERVIEW

Mutole Services (Pty) LTD was founded in 2011 and is steadily growing to be a significant player in the Safety, Health, and Environment & Quality consulting industry in South Africa. Safety, Health, Environment & Quality (SHEQ) and sustainable development have become business imperatives in today's work. The identification, understanding and complying with environmental legislation presents the greatest challenges facing South African industries and developers today.

Mutole SHEQ is made up of specialist consultants from a diverse of SHEQ fields and in conjunction with our range of local and international network partners who provide our clients to an unprecedented body of knowledge and expertise and environmental risk management.

We operate in selected market segments focussing on energy, government, manufacturing and mining industries. Geographically we are able to cover the whole of Africa, and our areas of speciality range from Risk Assessments, Audits, Inspections, formulation and implementation of SHEQ systems, writing procedures, Environmental Impact Assessments to integrated sustainability reporting. We are committed to embracing modern technology and providing our clients with state of the art environmental information systems and solutions. We will apply environmental laws with integrity and fairness in the process of conducting enviro-legal and due diligence audits and identifying environmental risks and formulating mitigation measures.

Mutole SHEQ maintains a strong customer-focus and values long-term business relationships with all our customers. These will be conducted with integrity, with a company-wide commitment to quality and service. Wherever possible, Mutole SHEQ will be responsive and adaptable to meet its customers' needs. Good, reliable working relationships with customers, together with a close cooperation are beneficial to both parties.

Our company is guided by our codes of ethics, professional practice and philosophies leading us towards attaining our stated vision and mission.

## OUR VISION

Providing the most effective and proactive management of risk as a fundamental and integral part of doing business, thus ensuring a highest quality of service to our clients and maintaining high levels of professional ethics.

## OUR MISSION

To create a framework which enables our clients to understand the risk inherent in their business and demonstrate the management of those risks to an appropriate level in the context of their business objectives.





We aim to exceed the expectations of every client by offering outstanding customer service, building sustainable relations, and increase their operational values, thus optimizing and improving operation efficiency. We are prepared to be the benchmark of quality within our industry by being the most innovative, diversified environmental consulting firm. To achieve this position we have become a customer-orientated enterprise, committed to technical excellence with significant resources devoted to building an array of new approach to service offerings.

## COMPANY STRUCTURE

Our success and strength lies in a broad diverse skill-set each team member brings with. We complement each other as a team, both within and outside the SHEQ Management field. Our collective experience within the SHEQ field and well-developed business relationships with other players in the field, enable us to tailor our solutions to suit our client's needs.

The relationships are utilised for learning and mentoring purposes and we view this as strength. Among our team we can demonstrate competency in environmental sciences, design of tailor made training modules, database management and other environmental related aspects.

The firm essentially operates in two divisions. Dalton Mutshinya the Managing Director runs the operations of the company, customer relationship management, project management and quality assurance and also does overall marketing of the firm, and is responsible for all environmental related projects (mining, petrochemical industries and government) and personnel management.

Our consulting and advisory are aimed at empowering our clients, manpower complement, and develop the professional capacity to prevent and minimise their organization's environmental risks and liabilities, resulting out of potential legal non-compliance or undue physical harm to the environment or social well-being of

Communities.

The following commitments are made to our clients in line with attaining our vision & mission:

- Ensure quality of deliverables and strive for continual improvement;
- Staff commit to our code of professional conduct (based on the South African Council for Natural Scientific Professions code of ethics);
- Network partners and sub-consultants are selected on the basis of their expertise, experience, track record and adherence to relevant professional codes of ethics and conduct.

## COMPANY OWNERSHIP AND SHAREHOLDING

Mutole Services (Pty) LTD is 100% owned by MD Mutshinya a black male from the previously disadvantaged groups, rendering the company fully empowered in terms of the Black Economic Empowerment (BEE) legislation. The Director owns 100% of the shareholding of the company.





## EMPLOYMENT EQUITY

The firm practices active affirmative action in its staffing policies and is proactively aimed at redressing the imbalances of the past. The current levels of staffing at different tiers of the company structure are indicated below.

## STAFF COMPOSITION

	Directors	Professionals	Juniors	Admin staff	Totals
Black Male	1	(1)	(1)		3
Black Female		(2)	(1)	2	5
White Male					
White Females					
Totals	1	3	2	2	8
% Totals	100%	100%	100%	100%	100%

Mutole SHEQ takes its role of SHEQ advisor extremely seriously and where possible focuses our attention on capacity building initiatives.

The company seeks to employed students with previously disadvantaged background to up-skill them with necessary skills for better future employment opportunities



# Company Services And Experience

Environmental authorisations have been a mandatory requirement for a wide variety of development activities, in South Africa and increasingly in the rest of the African continent. Mutole SHEQ has completed Environmental studies in the country.

We have the expertise and experience available to undertake the full spectrum of studies required for EIA.s, in accordance with the national requirements. This includes the statutory public participation and consultation process, specialist studies (through our extensive network of top quality, pre-approved specialist sub

Consultants) and all the required interactions with the regulating authorities.

Related to the EIA's, Mutole also has experience in compiling, and auditing Environmental Management Plans (EMP). We hold ourselves high in being able to provide a tailor made and practical approach to EMP's. Mutole has a specific core focus and experience in conducting EIA's and EMP's for large infrastructure projects, linear developments and components of the power and energy industries, including all other related industries.

We are one of the foremost consultancies in the country with respect to tailored design and implementation of ISO 14001, ISO 9001 & OHSAS 18001 compliant, strategically appropriate Integrated Management Systems (IMS). Our client base include amongst others; manufacturing industries, mining; Civil & construction, Precious metals refinery; Power and energy sector; and Waste management.

Our approach to system design and implementation is based on a solid foundation of current up-to-date business management expertise, blended with environmental management studies. The result is a system that is specifically designed to optimise synergies with other management systems already in place in the client's organisation, and that fully supports the clients strategic and management objectives. A strong project management approach is followed to ensure that the system is implemented to specification, on time and within budget.

Our Services include but not limited to the following: -

## **ENVIRONMENTAL IMPACT ASSESSMENTS**

- Environmental Impact Assessment (EIA's)
- Public Participation
- Environmental Management Program
- Environmental Management Plan (EMP's)
- Environmental Auditing
- Environmental due-diligence

## **WASTE MANAGEMENT**

- Waste Management Systems



- Integrated Waste Management Planning
- Landfill Permitting
- Landfill rehabilitation and Planning
- Landfill Operations and Development of Operational Plans
- Waste Management Strategic Plans(Minimization, Recycling, Alternative Assessments)

### **SHEQ**

- ISO 9001 2008 Quality Management Systems Evaluation and Implementation
- ISO 14001 2004 Environmental Management Systems Evaluation and Implementation
- OHSAS 8001 2007 Occupational Health and Safety Management Systems Evaluation and Implementation
- OHS Act & Regulations site Implementation
- SHEQ Auditing & consulting
- SHEQ Risk Assessments

### **TRAINING**

- Occupational Health and Safety
- Environmental Awareness
- Landfill Management and Operation
- Environmental Impact Assessment
- Expanded Public Works Programme
- ISO 9001 & 14001 & OHSAS 8001
- Integrated Waste Management Planning
- Environmental Management Planning

### **OPERATIONS**

- Landfill Rehabilitation
- Waste Collection
- Waste Transportation
- Waste Disposal
- Remediation of polluted sites
- Coal Logistics

### **OTHER SERVICES**

- Geological Studies
- Geo-hydrological Studies
- Geotechnical Studies
- Water Use License
- Flood Line Studies
- Supply of Protective Clothing, Bins, Waste Equipment & Environmental Tools





# PROJECTS

PROJECT	CLIENT	PROJECT DESCRIPTION
<b>SHEQ Administration</b>	G&W Minerals	Manage the SHEQ system and day to day running on site
<b>Mentoring SHEQ Officer</b>	G&W Minerals	Run a mentoring program for the SHEQ officer including assessments
<b>Recertification of ISO 9001</b>	G&W Minerals	Prepare the company for the recertification audit
<b>Implementation &amp; certification ISO 9001, 14001 &amp; OSHAS 18001</b>	Matsopa Mine	Establish an integrated system, awareness and system training for personnel. Implementation of the system and external auditing for certification.
<b>Supply of PPE</b>	Insika Foundation	Supply of PPE for various project in provinces
<b>Supply of Tools &amp; Materials</b>	Insika Foundation	Supply tools and material in various provinces
<b>SHEQ Consultation</b>	Nhlakathi Trading	Provide SHEQ consultation services for projects
<b>SHEQ Management</b>	KPJ Transport	Establishment and management of the SHEQ management services
<b>SHEQ Project Office</b>	Tshau Protection	Establishment and management of the SHEQ management services for project office
<b>SHEQ Consultation</b>	IDT	Client representation on projects for SHEQ
<b>IMS Certification process (ISO 9001, 14001 &amp; OHSAS 18001)</b>	Lunthabe Engineering & Projects	Gap Analysis, IMS implementation & ISO certification preparation





**MUTOLE SERVICES (PTY) LTD.**

Registration Number 2013/168450/07

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