

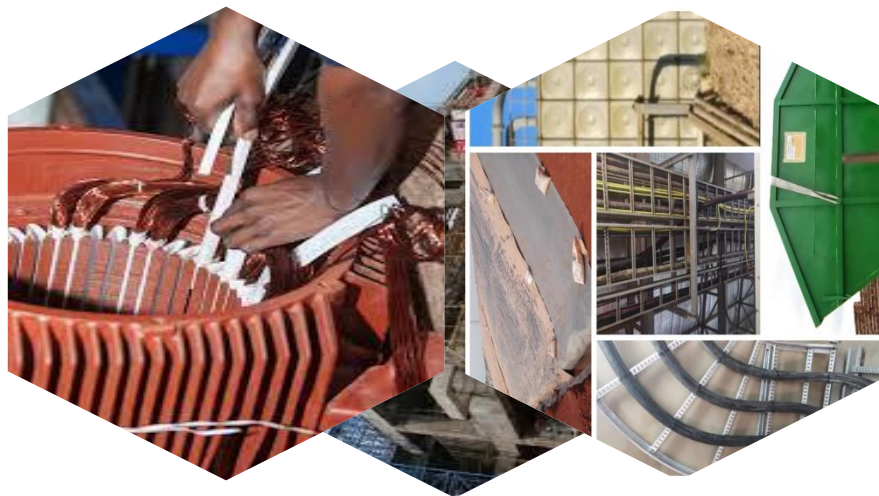
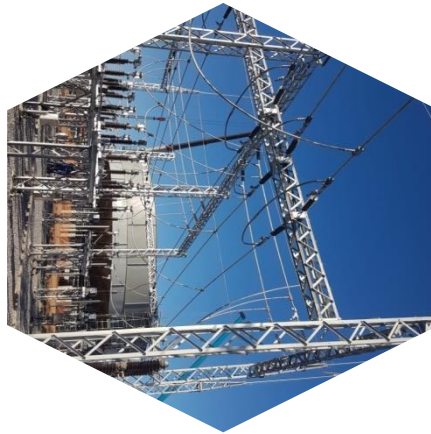
COMPANY PROFILE



ID NAT. 6-34-N33930P

RCCM: KZI/RCCM/18-B-759, IMPOT: A1816926T

TVA/VAT No: 4348/2019



ABOUT US

Genesis Engineering & Construction is an Engineering Company registered in the DRC. It is a combination of highly qualified and experienced individuals from across Africa. We have formerly operated under the banner of FMI Projects and we were involved with the construction of the Second Acid Plant as well as the EW of the Tenke Fungurume Mining (TFM). We believe in ourselves, our team is very flexible and result oriented. We can deliver on time, safely and economically.



OUR VISION

Genesis aims to be known globally throughout the Construction and Engineering industry for its commitment to high standards of quality as well as production according to Client's specifications. To work as a Team with the client and to communicate all aspects of the work within allocated budgets and time.

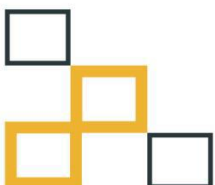
We aim to be a reputable company of high values appreciating every opportunity afforded to us.



OUR STRENGTH

Our strength lies in experience. The knowledge of how to address everyday issues in being proactive in work scheduling with efficiency of resources. We hold experience in production from plan as well as site amendments which could not have been anticipated during planning phase.

To know and understand that life and opportunity is valuable thus working safely and economically to achieve our goal.



GENESIS OPERATIONS

QUALITY:

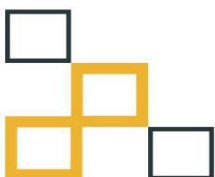
Quality is a culture and main focus of Genesis as without quality of work, time & money is wasted and much harm done to the reputation of our company.



TECHNICAL ABILITY:

Genesis pride itself with a highly technical department that includes highly qualified Boilermakers, Double Coded Welders, Steel Erectors, Electricians, Instrument Technicians, Mechanical fitters as well as Pipe fitters.

- Boilermakers for all aspects of Fabrication
 1. Tank building with pressure testing
 2. Pump installations
 3. Conveyors installation
- Warehouse erection and sheeting
- Rigging
- Piping
 1. Installation
 2. Insulation
 3. Pipe & Cable Racks
 4. Fabrication
 5. HDPE Welding
- Maintenance Shut down
- General plant maintenance of stairways, cat-ladders, handrails. Platforms, etc.
- Supervision for all jobs with knowledge of all areas
- Health & Safety with focus on environment



Code of Ethics and Professional Conduct

1. Integrity and Compliance

Employees should act with integrity, comply with laws, maintain a professional work environment and comply with company policies. They should treat customers, colleagues, and partners ethically at all times.

Work Environment Code of Conduct:

- Equal opportunity to everybody
- No to discrimination and harassment.
- No to violence.
- Respect of our Safety policy.
- No to substance abuse.
- No to Gambling policy.
- Employees not allowed to disclose any confidential information about the company.

2. Conflicts of interest.

A company's reputation depends on the actions and integrity of its employees. It is essential that they avoid relationships and activities that hurt, or appear to hurt, their ability to make objective and fair decisions:

- Corporate assets contributions.
- Running for public office.
- Insider trading and financial interests.
- Investments in companies' employees do business with.
- Employee political interests.
- Significant financial interests in other companies.
- Securities transactions.
- Taking out loans

3. Protecting company assets.

Employees should always act to protect company assets, including physical, intellectual, and electronic or digital properties.

4. Anti- bribery and corruption.

A company's integrity is essential for maintaining trustworthiness and reputation. Employees should always do their work fairly, honestly, and legally:

- No underhand business with government officials.
- No receiving gifts and entertainment from our clients or competitors
- No to loans, bribes, and kickbacks.
- No to interaction



Code of Ethics and Professional Conduct



5. Attendance and punctuality.

Employees are expected to be regular and punctual in attendance. This means being in at work, ready to work, at starting time each day. Absenteeism and tardiness burdens other employees and the company.

6. Absence without notice.

Employees who are unable to work due to illness or an accident should notify their supervisor. This allows the company to arrange for coverage of their duties, and helps others continue to work in their absence. If an employee does report for work and the company is not notified of an employee's status for 3 days, it is typically considered a job abandonment.

7. General harassment and sexual harassment.

This company is committed to providing a work environment free of discrimination and unlawful harassment. Actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, or any other legally protected characteristic are not tolerated.

8. Dress code.

A professional appearance is important when employees work with customers or potential customers. Employees should be well groomed and dressed appropriately for the business and for their position.

9. Substance abuse.

The manufacture, distribution, possession, sale, or purchase of controlled substances of abuse on company property is prohibited. Being under the influence of illegal drugs, alcohol, or substances of abuse on company property is prohibited. Working while under the influence of prescription drugs that impair performance is prohibited.



Sexual Harassment Policy and Procedures

Statement

The Genesis Engineering and Construction GEC Sarl (The company) is committed to ensuring that all current and prospective employees and clients are not subjected to any form of sexual harassment in the workplace. Employees and Clients of the organization have the right to be treated with respect and dignity, to this end the organization is dedicated to providing an environment free from Sexual Harassment. Sexual harassment by or towards any employee or client in any work related context will not be tolerated under any circumstances.

Scope

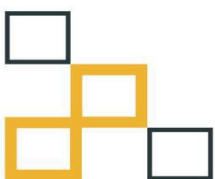
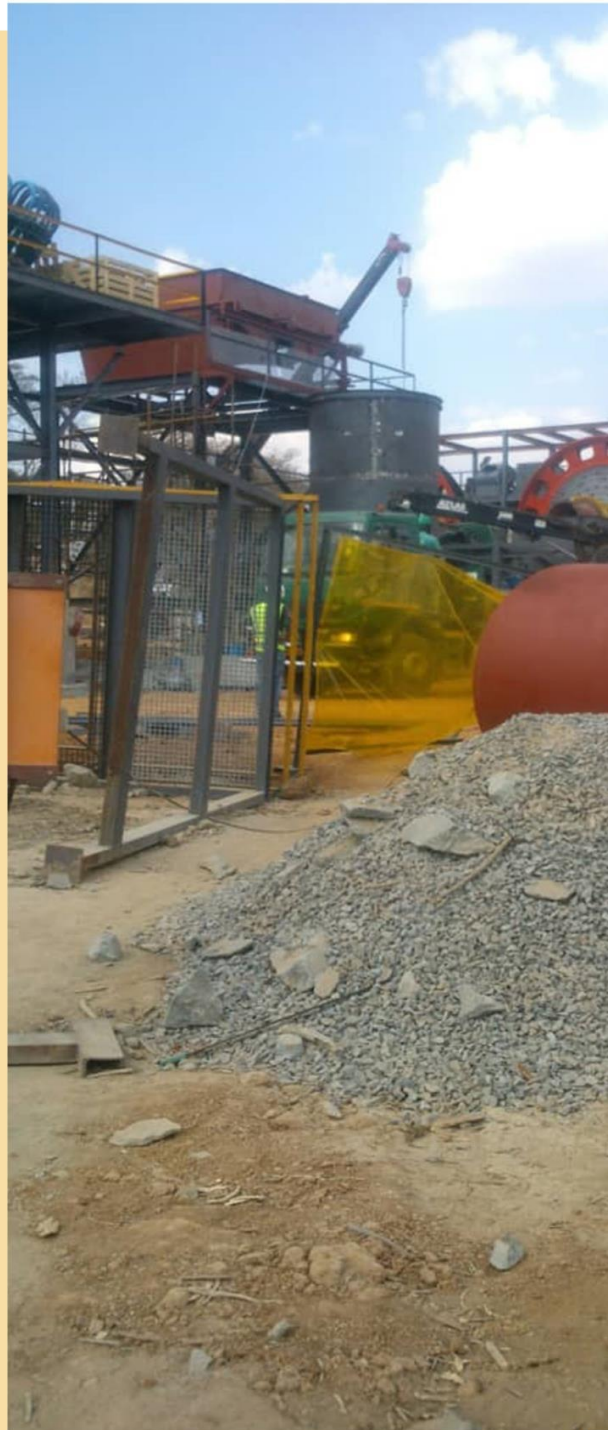
Compliance with this policy is a condition of appointment for all personnel and clients of The Genesis Engineering and Construction.

Policy

The Organization regards sexual harassment as a serious breach of the Organizations Equal Opportunity Policy. Sexual Harassment in the workplace is unlawful and will not be tolerated. Appropriate action will be taken against any employee who after an investigation are proved to have sexually harassed an employee or client.

In establishing appropriate standards of behavior, the Organization recognizes:

- Social or cultural backgrounds may lead people to perceive the same conduct differently;
- Some people may accept, as reasonable, a behavior that other people find offensive;
- Sexual harassment can arise where different values and beliefs are not respected;
- Both men and women may be sexually harassed by a person or persons of the same or opposite gender;
- Appropriate behavior is behavior which respects the rights and sensitivities of all people; all
- individuals have a responsibility to contribute towards an environment of trust and respect which forms the basis of appropriate professional relationships. No employee/client will be required to make a complaint of sexual harassment if he or she chooses not to do so.



Sexual Harassment Policy and Procedures



Important Note:

If any employee fails to abide by the Organization's Code of Ethical Behavior and condones or encourages any form of Sexual Harassment, or sets a precedent that may lead to another employee suffering Sexual Harassment, that employee will be subject to the disciplinary process in accordance with the Organization's Policy on Discipline and Termination of Employment and may have their employment terminated as a result.

Procedure

If any employee feels that they have been Sexually Harassed, they may make a complaint by following either the attached Sexual Harassment Procedure or other appropriate company Procedure, according to their preference. Management will ensure that all complaints of Sexual Harassment will be investigated quickly and fairly and treated with complete confidentiality. Any employee or Manager / Supervisor found guilty of perpetrating or condoning sexual harassment will be disciplined accordingly, or in serious cases, their employment will be terminated.

Sexual Harassment Complaint Handling

1. If any employee/client believes or perceives that they are or have been sexually harassed, they should approach the harasser, if they feel comfortable to do so, and ask them to stop the offending behavior.
2. If the employee/client with the complaint (the complainant) is either not satisfied with the outcome of their discussions with the harasser, or feels uncomfortable about approaching the harasser on their own, the employee may seek the assistance of their Manager/or Supervisor and request that they intervene on their behalf.



Occupational Health & Safety & Environmental Policies

Philosophy

Genesis Engineering & Construction (GEC. Sarl) hereafter referred to as "the Company regard human health and safety and conservation of global environment as one of the most important issues common to the human beings. The Company gives consideration to ensure the health and safety of personnel and environmental conservation in all aspects of the corporate activities. The Company commits itself to carrying out its activities toward the realization of comfortable workplace environment and contributing to the building of sustainably developing society.



Policies

The Company's business activities include the design, fabrication, E&I installation, plant construction, roofing, piping as well as plant maintenance. The Company will reduce the environmental load resulting from its business activities and ensure the health and safety in its workplaces. In order to promote the environmental conservation and the comfortable workplace environment, the Company will carry out the following activities while ensuring the best balance between technical feasibilities and cost-effectiveness.

1. To build up a management system that conforms to OHSAS 18001 (Occupational Health & Safety Management Systems) and ISO 14001 (Environmental Management System) and to address continued improvement and prevention of injuries, diseases, and pollutions.

2. To accurately interpret and comply with the applicable legal requirements for the Company's hazards, those for the Company's environmental aspect, and other requirements that the Company agrees to.

3. To ensure the following points while taking personnel's health and safety and environmental impacts into consideration:

- a) Promotion of activities to save energy and resource
- b) Promotion of activities to minimize, reuse, and recycle waste
- c) Consideration for environment and personnel's health and safety in the development and design stages of products
- d) Consideration for reduction of quantities of regulated chemical substances used and personnel's health and safety
- e) Reduction of environmental load and procurement of supplies and equipment that give consideration to health and safety
- f) Prevention of disasters and promotion of health

4. In order to make effective the occupational health and safety activities and the environmental conservation activities, the objectives and targets will be annually reviewed and then established. They will be made aware to all the personnel working for the Company in promoting the activities.





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Pump and Electric Motor Rewinds



Electrical Motor Rewiring and rewinding Services

Genesis Engineering and Construction is also into motor rewinding services for electric motors of all sizes. We're an industry-leading partner, focused on getting your motor back up and running so that your operations can minimize downtime and get back to profitability.

Rewinding is the process that we sometimes use as a way to repair shorted, grounded or damaged motor coils. When we perform our DC motor rewinding service for your motor, we can then return the rewound coil and reinstall it with rebuilt armatures or other components as needed to get your motor functioning properly again.

We make every effort to guarantee you a **fast service** and economical **solutions** for the installation, maintenance and repair of all types of Electric Motors, Alternators, electrical equipment as well as all types of Pumps for which you are responsible.

GEC has perfected the process to rewind AC & DC motors, assuring exceptional repair and rebuild.

A properly planned and executed motor rewind will cause no efficiency loss in electric motors, but you may see improvements in power density, reliability and overall efficiency thanks to leading equipment and practices that your certified technician will use.

As a qualified service provider, we always ensure your rewound motor is brought back up to required standards and efficiency expectations. Giving you the best rewinding service for electric motors starts with a complete review to understand if there is any problem with your motor that you were unaware of during submission.

Our rewinding services for motors follow a very strict process to maximize speed and efficiency while minimizing any risk to core integrity. Core elements of our process include:

- Windings are stripped carefully while the strength and structure of the core are maintained
- Coils are rewound by a computerized machine to maintain regularity and accuracy
- Rewind materials include copper and insulation
- Windings are then tested electronically
- Stators and armatures are processed through varnish machines to finalize the rewind

When we perform our electric motor rewinding services, there are several steps we go through:

- **Record Pertinent Data**
- **Remove Faulty Windings**
- **Steam Clean the Stator and Paint With Insulation Paint**
- **Make New Coils and Add to Stator Slots**
- **Add Lacing**
- **Cure the Motor and Test**

GENESIS **WORK**

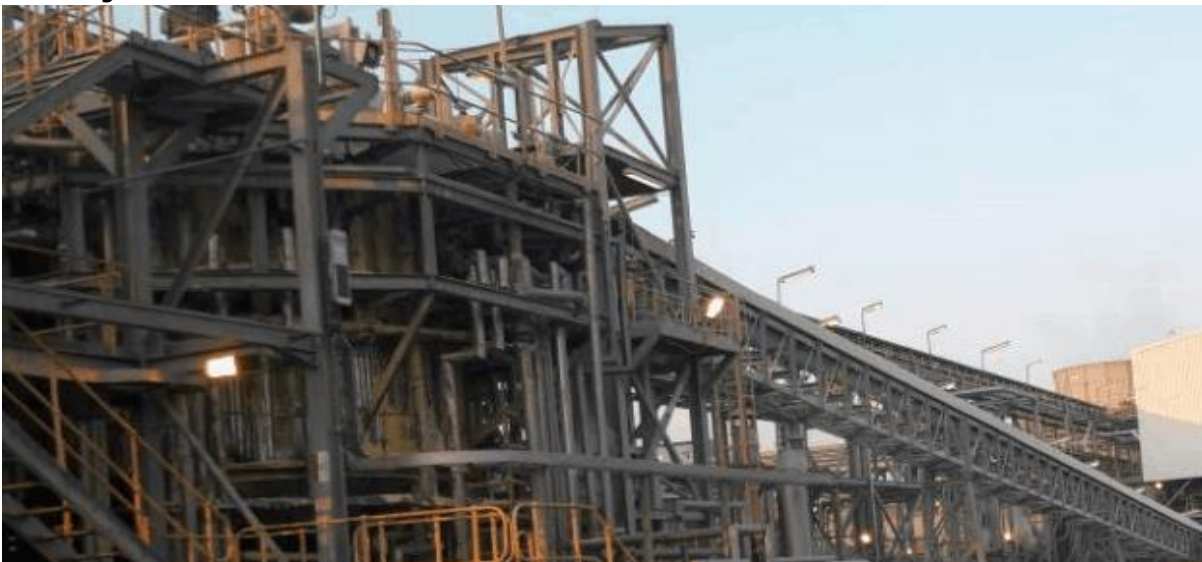
Conveyor Installation from shed erection



Electro-wining roofing



Conveyors and steel erection



GENESIS **WORK**

Modular/Panel tank



DHPE Pipe Installation



GENESIS WORK

Genesis Engineering and Construction Company is also into Electrical and Instrumentation industry

Switch Yard



VLF Hipot Cable Testing

7 PANEL BOARD



Termination

3 PANEL BOARD



GENESIS WORK

Cable Racking



Cable tripping



Cable rack bends



Cable pulling



Substation Cable Racking Network



GENESIS WORK

Genesis Engineering and Construction Company is fully committed and focused on the Geo membranes and Geo synthetics Industry. It specialised in the welding of HDPE.

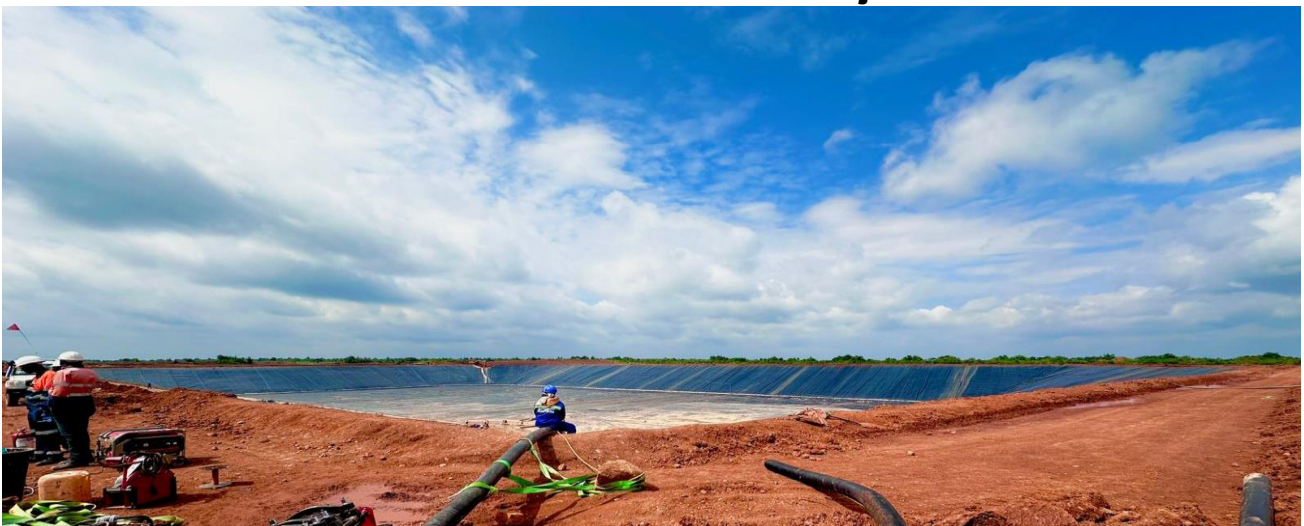
Geo membrane: Kamoakakula ponds & KICO TSF projects



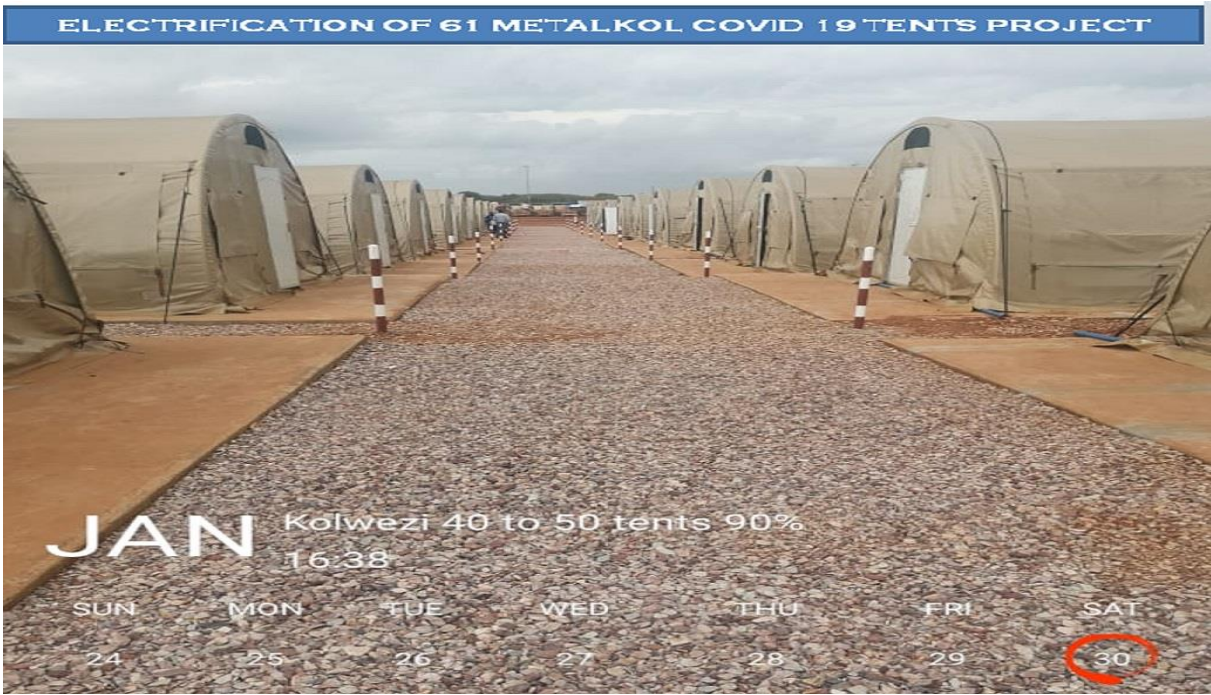
Geo Membrane Installation Kamoakakula Project (STORM WATER DAM)



Geo Membrane- Installation: KICO TSF 2013-2024 Project



GENESIS WORK



MetalKol Covid 19 tents project DB building MetalKol Inkwazi Management Camp Electrification



GENESIS WORK

GEC WORKS: MetalKol Inkwazi Management Camp Electrification Project: 2021



MetalKol Inkwazi Management Camp Distribution Board construction in progress



Lighting Distribution Boards (LDB) are an integral and essential part of every building project



GENESIS WORK

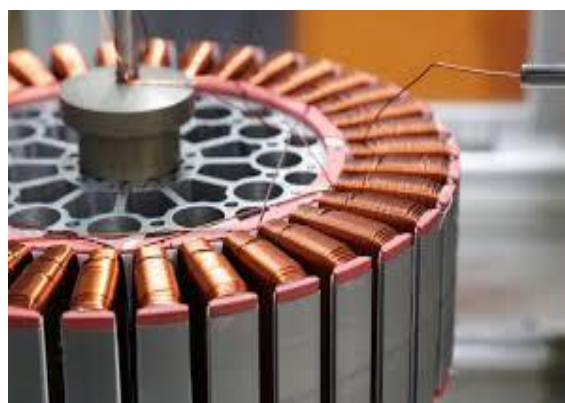
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Genesis Engineering and Construction has perfected the process to rewind AC & DC motors, assuring exceptional repair and rebuild



Electric Motor Rewinding services

Electric Winding Technology

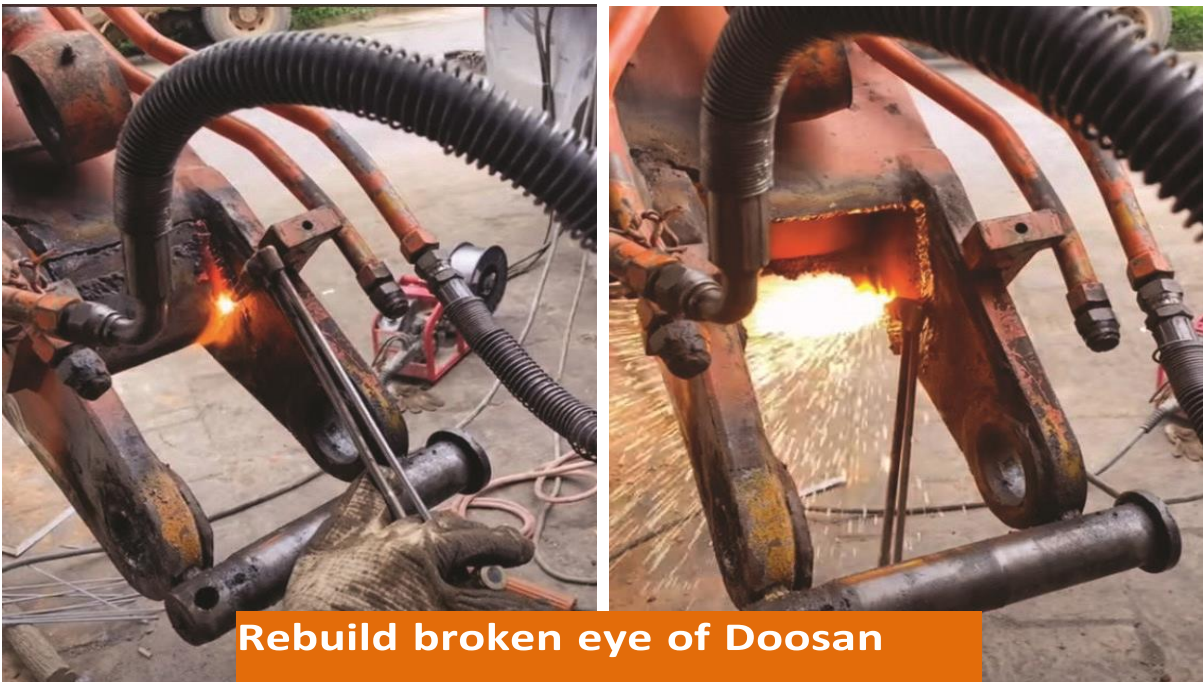


GENESIS WORK

Genesis is also into Buckets Maintenance and Fabrication including loading Bins



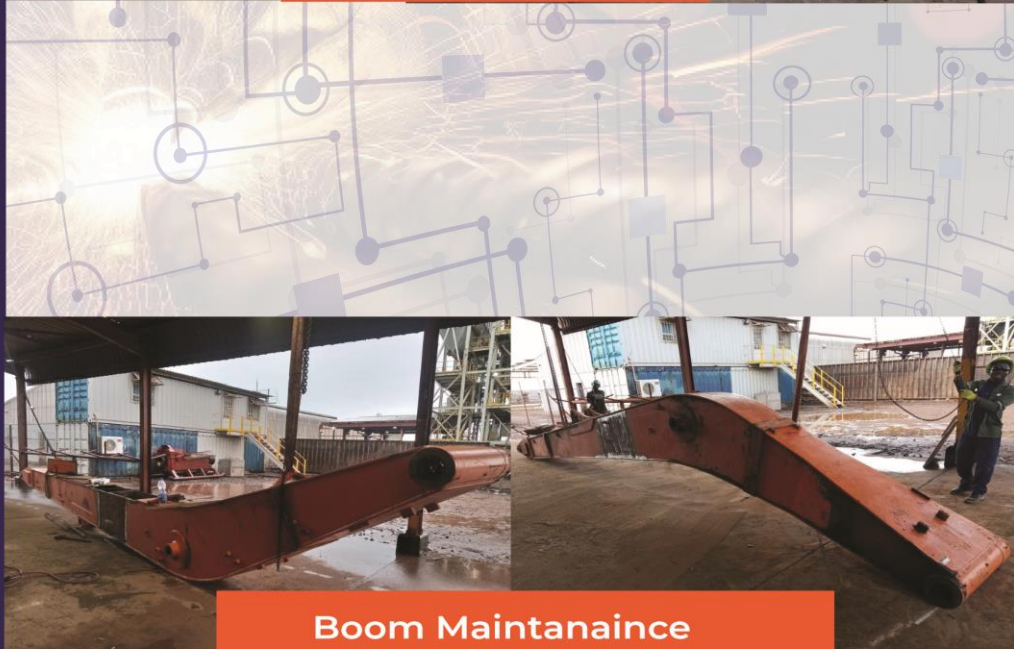
Excavators stick repair



Rebuild broken eye of Doosan



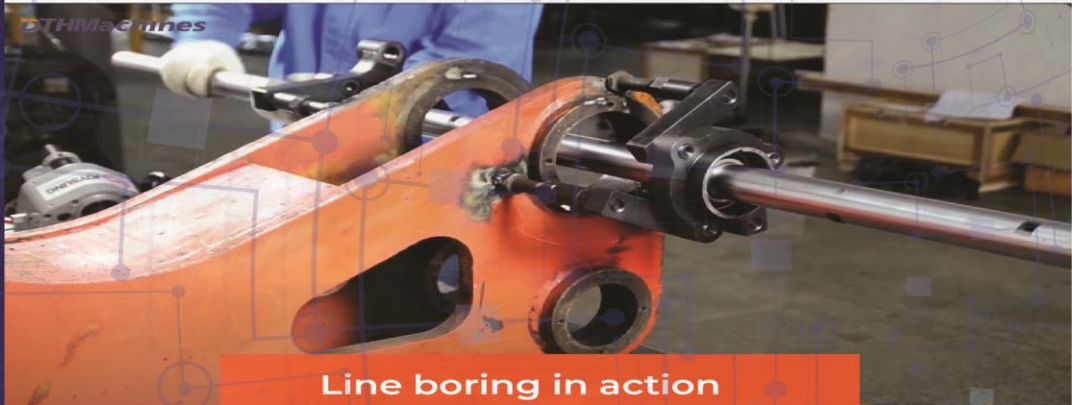
GENESIS WORK



GENESIS WORK



GENESIS WORK



GENESIS WORK

Piping racks



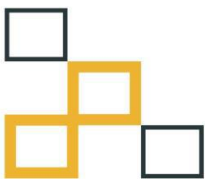
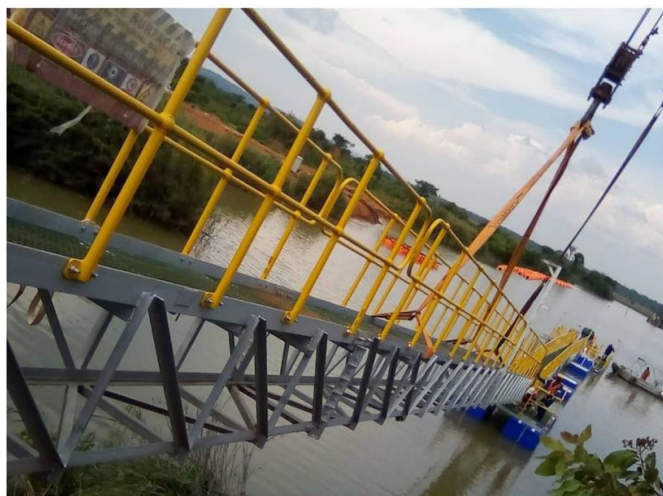
Tank Erection & Maintenance



Pump, stairs & handrail installation



Water Pontoon



GENESIS WORK

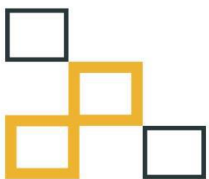
Structural Erection



Warehouse Construction



COTA MINING EXPO YARD LUBUMBASHI



Fabrication and Installation HME Tyre Bay at MUMI



CONTACTS INFORMATION

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www.genesisengineeringrdc.com

