

# COMPANY PROFILE



**TRUSSNET LIMITED**  
*Turnkey Site Builders*

# MISSION STATEMENT

TO CONSTANTLY ANALYZE THE VALUE CHAIN OF OUR CUSTOMERS AND PROVIDE INNOVATIVE AND COST EFFECTIVE SOLUTIONS IN LINE WITH BEST BUSINESS PRACTICES FOR THE BENEFIT OF OUR STAKEHOLDERS BY CONTINUOUS DEVELOPMENT OF FOCUS AND MOTIVATED WORKFORCE

TRUSSNET LIMITED  
*Turnkey Site Builders*



# VISION STATEMENT

To provide the Pan African Market with State of the art technological support and services that adds value to all stakeholders. Believing that growth and development is a two way street in a mutual relationship

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# ABOUT US

Trussnet Limited is an indigenous private limited liability company with world class spirit.

Trussnet Limited was incorporated in the year 2003 by a team of seasoned professionals to provide technical support, lasting and quality services to the African Telecommunication Industry as we actively seek to differentiate ourselves from the rest by doing things differently... Doing Things Right The First Time All The Time.

Trussnet has over the years grown from a small subcontractor to a major player in the industry and we are currently working for most of the operators. Our clients over the years include but not limited to Likusasa, Alan Dick, Plessey, Huawei(Nigeria and Uganda), Ericsson(Nigeria and Uganda), Glo (Nigeria, Benin republic and Ghana), MTN (Nigeria and Uganda) and Airtel, IHS Nigeria, ATC Nigeria, Chevron, ZTE, Bristow.



## ABOUT US

- **7 Offices**
- **1 Warehouse (5782.66sqm)**
- **15 years in the Telecommunication Industry**
- [www.trussnetltd.com](http://www.trussnetltd.com)
- **234-1-2716353, 2122563**

### **Nigeria**

Tel: +234-271-6353

#141A, Olabode George Crescent, Off Ajoje Adeogun Street, Victoria Island, Lagos.

#11, Gbemisola Street, Ikeja, Lagos.

SS Quarters, El-Rufai Bus Stop, Kubwa, Abuja.

Plot 3, Ike Malachi Drive, Port Harcourt

### **Warehouse:**

KM 52, Opp. Redemption Camp, Car Park C, Beside Buono Doors, Mowe, Lagos – Ibadan Express Way, Ogun State.

### **Ghana**

Plot 113A, 10<sup>th</sup> Avenue, Greda Estate, Teshie, Accra, Ghana.

### **Uganda**

Plot 184/186, 6<sup>th</sup> Street, Industrial Area, Kampala, Uganda.

### **Benin Republic**

Ong-jsev-0638, Par Arret Chez Coffie, Bazoukpa Ouiddah.

TRUSSNET LIMITED

Key Site Builders



# OVERVIEW

Trussnet Limited is a wholly Nigerian owned concern duly registered with the Corporate Affairs Commission of Nigeria with RC. 473493 to provide Construction Services. As one of the pioneer participants in the provision of Construction services for Government Ministries and Parastatals, Oil and Gas Sector, Corporate Organizations and Private Establishments in Nigeria. Trussnet Limited has over the years developed an acumen and workforce of pundits in every facet of the industry which informs the subsisting business partnership it has with some of the Construction Companies in Nigeria.

With **500 plus** regular opportunities for work and an annual turnover in excess of **\$10million**, Trussnet Limited is one of the indigenous concerns judiciously contributing to the provision of job opportunities to the hapless population of unemployed Nigerians and keenly espousing the development of local content.

In furtherance of its penchant for technological advancement, excellent service, enhanced productivity and indigenous human capital development and empowerment, Trussnet Limited has initiated overtures to and collaborations with Global concerns with the pedigree, expertise and track record to pursue the implementation of the next generation of Construction Services in Nigeria and has consequently consistently continued to develop capacity in the provision of a diverse range of services in different areas of the Construction and Maintenance Services

Buoyed by her expertise, pedigree and capacity, Trussnet Limited has in recent times successfully made forays into other African countries including Benin Republic, Ghana and Uganda with plans in the offing to commence services in Cameroun and Togo in the very near future.

# FINANCIAL CAPABILITIES

A combined financial line in excess of **N4 Billion** is available to Trussnet Limited from her various bankers who have over the years been reassured by the steady growth in the transactions and turnover of the company and the penchant to always satisfy required commitments and obligations without default.

Trussnet Limited consequently has access to funds that can enable her deliver a substantial magnitude of projects in the industry without recourse to advance payment from her clients which will invariably compliment the aggressive pursuit of her clients' objectives.

Trussnet Limited currently enjoys very convivial and productive relations with the following banking institutions in Nigeria and other countries in Africa; Access Bank, EcoBank Ghana, Fidelity Bank, First Bank, Stanbic-IBTC Bank, United Bank For Africa (UBA) and Zenith Bank International.

**TRUSSNET LIMITED**  
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# SAFETY HEALTH ENVIRONMENT AND QUALITY

Trussnet Limited espouses Safety Health the Environment and Quality as cardinal tenets of its operation, strategy, market advantage and organizational structure ; a comprehensive SHE & Q policy has been developed in consonance with globally recognized standards and has received the full support and approval of management and is currently being fully implemented.

This policy lays out the acceptable conduct of employees, suppliers and customers on Trussnet Limited installations and work locations, the minimal quality specifications in every facet of the companies operations, the consideration for the impact of the companies operations on the immediate environment and identification of required training (like First Aid) and frequency of same.



Trussnet Limited has zero tolerance for potential safety hazards like not utilizing seat belts and PPE, lack of safety signs and response to fire alarms, unavailability of First Aid kits, fire alarms and fire extinguishers on all locations and improper stacking of materials or channeling of cables amongst several others.

Trussnet Limited is in the process of obtaining the ISO 9001 quality standard certification for her operations and processes.

# LOGISTICS AND STORAGE

Trussnet Limited currently has access to over 10,000m<sup>2</sup> of warehousing space in her warehouse locations in Lagos, Accra, Cotonou and Kampala. These warehouses are fully ventilated and Air conditioned (where necessary) and fully equipped with modern warehouse operations equipment like motor driven and hand operated forklifts to enable the convenience of equipment and material delivery, movement stacking and dispatch.

Hiab and flatbed trailer trucks are available to ensure the safe and timely conveyance and delivery of required equipment and material to site.



4X4 Toyota Hilux Pick up trucks are utilized to convey company personnel to and from work locations and ensure effective supervision and management of required activities.

Trussnet Limited has engaged the services of very reliable vehicle workshops to carry out routine maintenance on ALL operational vehicles to consistently maximize operational efficiency and performance.

# TRAINING, RESEARCH & DEVELOPMENT

Training, Research and Development are the keys strategies Trussnet Limited relies upon to enhance her competitiveness, productivity and market advantage. Considering the evolving trends in technology and equipment Trussnet Limited understands the need to stay abreast with the changes and evolutions in the industry and proactively develop the skill and acumen required to maintain a competitive edge.

Trussnet personnel are regularly required to undergo relevant training locally or internationally and management ensures that resources are made available in this regard.

Resources are also not spared in exploring new and innovative technologies and solutions to prevailing constraints in any area of the industry and the company's operations with attendant benefits in cost savings, new business development and enhanced profitability.

Some of the innovative ideas developed by Trussnet Limited include Roof top installations at difficult locations and peculiar tower structures.

# BUSINESS DIVISION

## ENGINEERING

- Engineering design of road, concretes and steels.
- Engineering Construction Road, Buildings and steel Construction
- Facilities Maintenance and Management.
- Approvals processes from governments and agencies.

## PROJECT MANAGEMENT AND VALUE ENGINEERING

- ✓ Employing the use of modern software such as *Prince 2 and Microsoft Projects* for managing **timely** and **On Budget** project delivery.
- ✓ Applying **Value Engineering** to design and construction of projects to reduce construction cost.

# OUR SERVICES

## **BUILDING, CIVIL AND STRUCTURAL ENGINEERING**

- *Road Construction*
- *Construction of both residential and corporate office buildings*
- *Structural designs of concrete elements of various types such as private buildings, shopping mall, public buildings.*
- *Designs and fabrication of both surface and overhead tanks of various capacities*
- *Steel design for various forms of structures and supervision of the construction*
- **Construction of Steel-Framed Structures**
- **Installation Construction of Petroleum Service Stations**
- **Irrigation Engineering and Agro-Industrial Constructions**
- *Project management and Value Engineering services.*

*Turnkey Site Builders*

# OUR SERVICES

## MECHANICAL AND ELECTRICAL ENGINEERING

- **Plumbing for Commercial, Industrial and Private Buildings**
- **Domestic and Industrial Air-conditioning**
- **Ventilation and Refrigeration Systems**
- **Hospital Equipment**
- **Fire fighting and Security Alarm Systems**
- **Kitchen and laundry Equipment**
- **Pipeline Installations**
- **Sub-Station Equipment, Switch Gear and Distribution Network**
- **Communication Systems**

**TRUSSNET LIMITED**  
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# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
1	Design and Construction of 40m Triple Culvert Road Construction at Leme Road, Abeokuta.	2012	Ministry of works, Ogun state
2	Design and Construction of Retaining Wall for Artificial Lake in Vaults and Gardens, Ikoyi	2010	Olakleen Group
3	Construction of 1.15km Asphaltic Pavement Road at Police College, Abeokuta	2007	Tunjums Nig. Ltd.
4	Construction of Asphaltic pavement road and reinforced concrete drainage at SSS Complex, Abeokuta	2010	Mr. Wasiu Taiwo
5	Construction of Asphaltic Pavement Road at Abeokuta North Local Govt.	2009	Sum-Kay Associates

# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
6	Reinstatement of Asphaltic Road at Ogere, Ogun State	2009	Sato Engineering Nigeria Limited
7	Structural Design of a 3 Star Hotel at Congo town Monrovia	2009	Olakleen Group
8	Structural design of a Redeem Christian Church of God at Surulere Area in Lagos with three floors and a mezzanine floor	2009	RCCG Area Church
9	Structural design of a private building at No 11, Wuse 11, Abuja	2010	Arc. Wilbert
10	Structural design of an Office Complex at Maitama off IBB boulevard road at Abuja	2010	Olakleen Group

# **PROJECTS**

<b>SN</b>	<b>PROJECT DESCRIPTION</b>	<b>YEAR</b>	<b>CLIENT</b>
11	<b>Construction of Zenith Bank Office locate at CMD Road Ketu</b>	2009	<b>Zenith Bank</b>
12	<b>Renovation of Oando Filling Station at Itire, Surulere Local Govt, Lagos</b>	2009	<b>Formwork/Oando</b>
13	<b>Construction of 250 Housing Units belonging to Sparklight Group located at km 6 Lagos – Ibadan expressway, Opp Prayer City Ogun State. Projects in Phases</b>	On-Going	<b>OGD/Sparklight housing Estate</b>
14	<b>Construction of a Residential Mansion at Queen Drive, Ikoyi, Lagos</b>	2010	<b>Olakleen Group</b>
15	<b>Construction of a Residential Duplex at No 2 Sanusi Close, Olambe, Lagos</b>	2011	<b>Mr Adetokunbo</b>

# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
16	Construction of Blocks of 5 flats at Ode Remo for Staff Quarters	2011	Proforce Group
17	Construction of a Private Building at No 11, Wuse 11, Abuja	2011	Mr. Wilbert
18	Structural designs of a private detached duplex building at Lekki Phase 1	2009	Mr. Razaq
19	Structural Design of a Blocks of Flat of Seven Floors at Folben house Ikeja	2009	Folben Group
20	Structural design of Redemption Chapel Building, Oluyole Estate, Ibadan.	2010	RCCG, Oluyole, Ibadan

# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
21	Construction of a Multi - Million Naira Office Complex at No. 235 Muri Okunola Street, Victoria Island, Lagos.	2012	RIO Plaza
22	Design of a proposed guest house development, Shimawa Road	2013	Redeem Christian Church, Europe Mainland
23	Construction of 6 Blocks Staff Quarters at Police College, Abeokuta	2013	Tunjums Nig. Ltd.
24	Steel design of for an Armoured Vehicle assembly plant at Ode Remo covering the size of 60m long and 48m wide	2009	Proforce Nig. Ltd
25	Structural Design of Maryland Office Complex with Parking Space	2009	Folben Group

# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
26	Construction of 2 Blocks of 12 Rooms Hostel at Camp, Abeokuta	2012	Mr. Kamar Bada
27	Engineering design of State of Art 15m x 20m Swimming Pool at Capitol Hill Monrovia	2009	Olakleen Group
28	Residential Building at Ibara GRA, Abeokuta	2013	M. Sesan Oderinde
29	Construction of 1.5m x 1.5m x 10m Box culvert at IMA Road, Abeokuta	2008	Engr. K.A Ademolake
30	Construction of 1.35km Surface Dressing Road Ijoun, Yewa North	2010	Sato Engineering Nigeria Limited

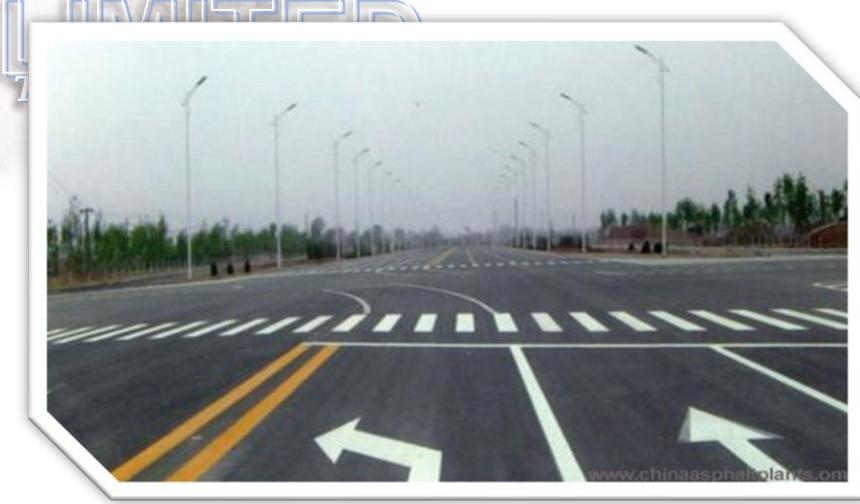
# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
31	Construction of Conoil mega station at Alapere, Lagos with procurement of 6 dispensing unit and 3 overhead dispenser	2010	Conoil/Space n Place
32	Residential Building at Asero, Abeokuta	2013	Alh. Saheed Egbeyemi
33	Residential Building at Oladerin Esate, Abeokuta	2014	Mr. Kazim Bello
34	Residential Building at Oladerin Esate, Abeokuta	2014	Engr. Oyenola Afolabi

# PROJECTS

SN	PROJECT DESCRIPTION	YEAR	CLIENT
35	Construction of 4 bedroom Duplex @ Anthony Avenue, Graceland Estate, Abese Elebu, Ibadan, Oyo State	2019	Bailies Design Limited
36	Aerodrome GRA, Along UI Road, Samonda, Ibadan, Oyo State	2021	Bailies Design Limited
37	2A, Mercyland Estate, Off Abese Elebu Area, Ibadan, Oyo State	2021	Bailies Design Limited
38	Construction of 5 bedroom Bungalow @ Anthony Avenue, Graceland Estate, Abese Elebu, Ibadan, Oyo State	2021	Bailies Design Limited

# PROJECT PICTURES



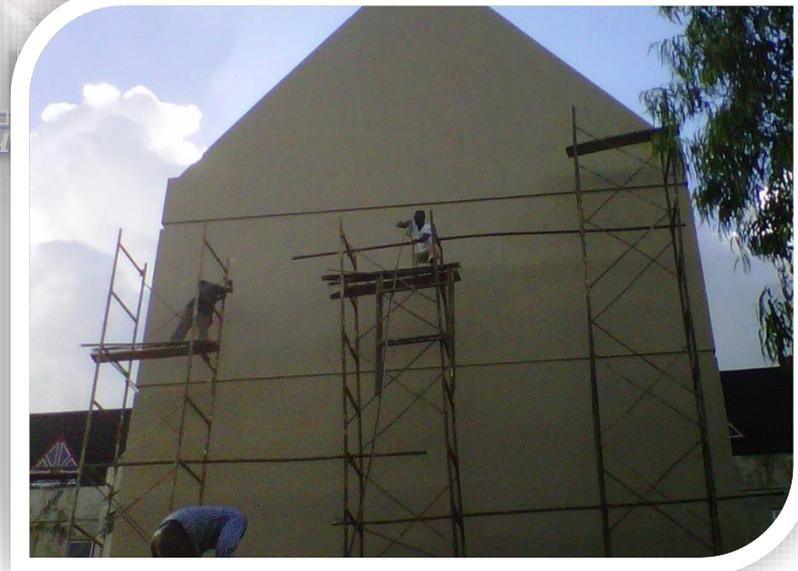
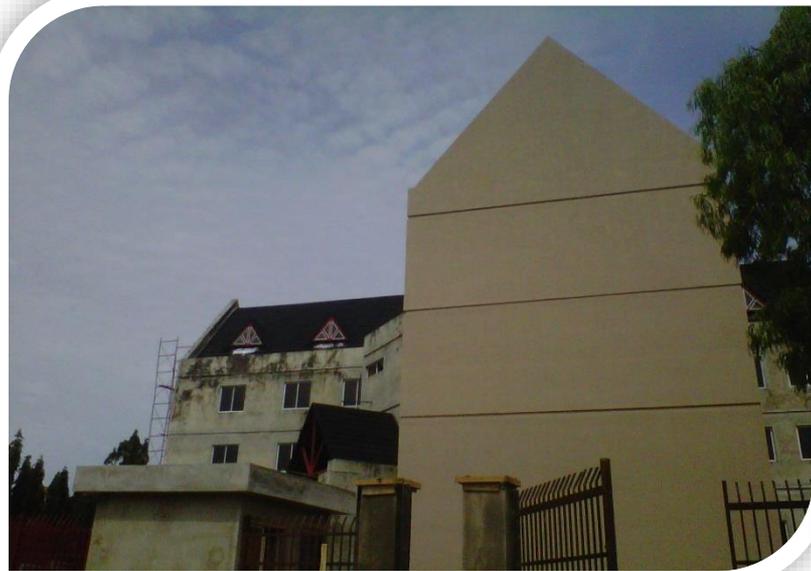
# PROJECT PICTURES



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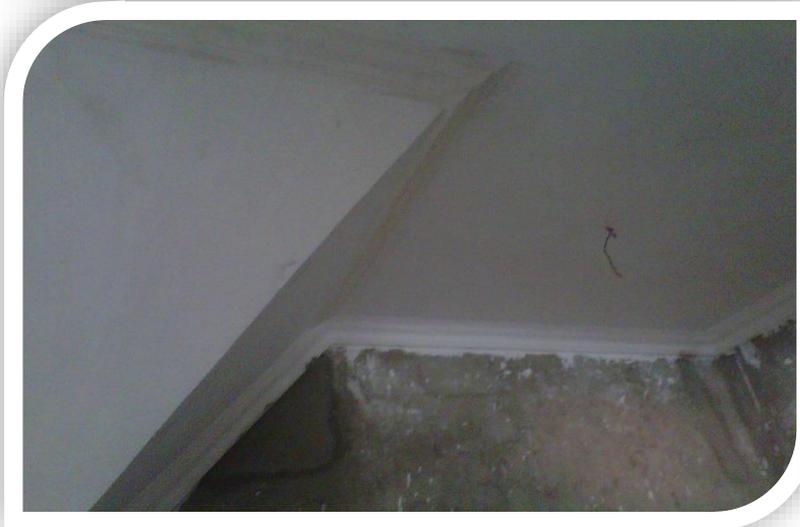
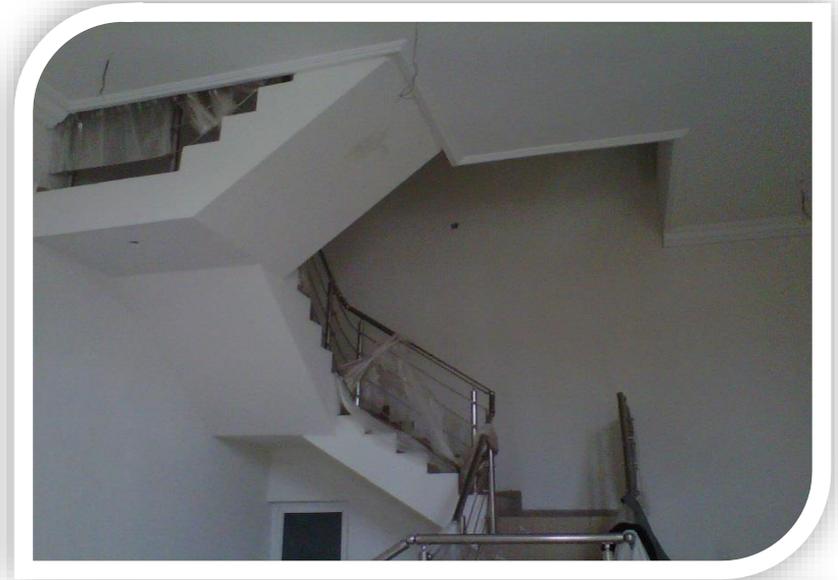
# PROJECT PICTURES



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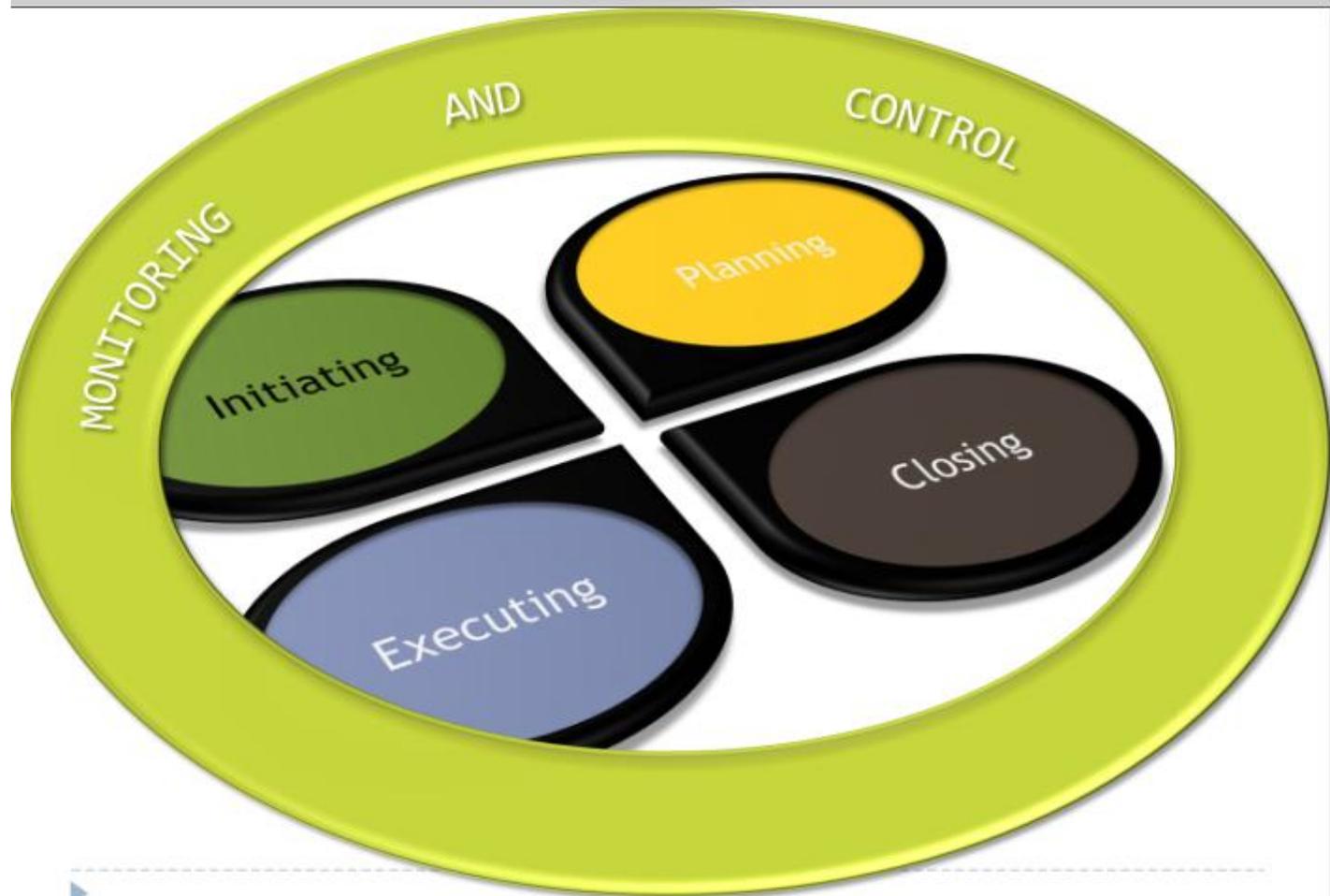
# WHAT WE DO

## OUR CORE COMPETENCE

CELL SITE BUILD	OUTSIDE PLANT	MANAGED SERVICES	INSTALLATION & COMMISSIONING
Acquisition Technical Site Survey Design Site Build Site Upgrade Building Construction	Fibre Deployment from Survey to Final Acceptance	Operation and Maintenance (Gen, Tower, Shelter, Civil A/C e.t.c)	BTS / RBS, Transmission (Microwave),RF, Hybrid, Antennas, Generator, Shelter e.t.c)

# PROJECT METHODOLOGY

Prior to the commencement of any project, Trussnet undertakes basic project management processes.



## PROJECT METHODOLOGY

### 1. Planning & Pre-Construction

#### **Project Definition & Scope:**

- Clearly define the project objectives, scope, and deliverables.
- Develop detailed project specifications and drawings.
- Obtain necessary permits and approvals.

#### **Site Investigation & Analysis:**

- Conduct a thorough site investigation, including soil testing, geotechnical surveys, and utility locates.
- Analyze site conditions and constraints (e.g., access, utilities, environmental factors).

#### **Budgeting & Cost Control:**

- Develop a detailed project budget, including material costs, labor costs, equipment costs, and contingency funds.
- Establish cost control measures and tracking systems.

#### **Project Scheduling & Planning:**

- Create a detailed project schedule using tools like Critical Path Method (CPM) or Gantt charts.
- Identify critical path activities and potential bottlenecks.
- Allocate resources effectively (labor, materials, equipment).



## PROJECT METHODOLOGY

### **Procurement Plan:**

- Develop a procurement plan for materials, equipment, and subcontractors.
- Establish selection criteria and evaluation processes for suppliers.

## **2. Construction Phase**

### **Site Setup & Logistics:**

- Establish a secure construction site with proper site access and safety measures.
- Plan for logistics, including material delivery, waste disposal, and traffic control.

### **Foundation & Structure:**

- Construct foundations according to design specifications (e.g., concrete footings, piles).
- Erect the building structure (e.g., walls, floors, roof).

### **Building Services:**

- Install plumbing, electrical, HVAC, and other building services systems.

### **Interior Finishes:**

- Complete interior finishes, including flooring, wall coverings, ceilings, and cabinetry.

### **Quality Control & Inspections:**

- Conduct regular quality control inspections to ensure compliance with design and building codes.
- Perform testing and commissioning of building systems.



## PROJECT METHODOLOGY

### 3. Post-Construction

#### **Project Closeout:**

- Obtain final inspections and approvals from relevant authorities.
- Handover the project to the client.
- Prepare and submit all necessary documentation.

#### **Warranty & Maintenance:**

- Address any warranty issues or defects.
- Provide ongoing maintenance services as required.

#### **Project Evaluation:**

- Conduct a post-project evaluation to identify lessons learned and areas for improvement.

#### **Key Considerations:**

##### **Safety:**

Prioritize safety throughout all phases of the project. Implement safety protocols and conduct regular safety training.

##### **Communication:**

Maintain clear and consistent communication among all stakeholders (project team, client, subcontractors, etc.).

##### **Sustainability:**

Consider environmental and social sustainability factors throughout the project lifecycle.



## PROJECT METHODOLOGY

### **Risk Management:**

Identify and mitigate potential risks throughout the project, such as weather delays, material shortages, and safety hazards.

### **Project Management Methodologies:**

#### **Lean Construction:**

Focuses on minimizing waste and maximizing efficiency.

#### **Integrated Project Delivery (IPD):**

Encourages collaboration among all project stakeholders.

#### **Building Information Modeling (BIM):**

Utilizes 3D modeling technology to improve design, construction, and operations.

This methodology provides a general framework. The specific approach and level of detail will vary depending on the size, complexity, and specific requirements of the building construction project.



### PROJECT METHODOLOGY

**Quality :** The principle of PLAN – DO – CHECK – ACT and quality/safety checklist is designed by our QA/QC team for use on site to check and control quality and safety as work progresses.

**Our quality assurance and control policies are as follows**

- **To ensure that the best skilled and qualified personnel shall be engaged for the execution of our works and services and continuously monitored and supervised for effective performance of the quality management system, structured to meet the requirement defined in ISO 9001 – 2005**
- **To ensure that quality of goods and services delivered are of the highest standard at all times conforming to local and international standards and satisfying customer's needs or contractual requirements**
- **All personnel are to operate in strict accordance with the quality system, performing their tasks correctly and contributing to the application and continues improvement of the quality management system.**
- **Our Managing Director has the overall responsibility for ensuring that all personnel in the company are fully aware of the company's quality policy and their individual responsibilities as defined in the quality manual**



## TURNKEY SITE BUILD EXPERIENCE

### PROJECT METHODOLOGY

**Human Resource :** We ensure project team members are carefully selected based on required skills through fair human resource process and they are appraised from time to time

**Cost :** We ensure a final project cost is reached by the Project Team for the project via the bill of quantity (BOQ) and other project contingency before mobilization to site. We also allow a contingency and management reserve in the final budget to deal with unforeseen issues

**Procurement :** Our jobs are executed either directly or by our subcontractors which are screened and selected by our Procurement Dept. through a pre-qualification process using our basic selection criteria before being listed in our Sub-contractor Pool as stated below:

- **Technical Capability**
- **Financial Capability**
- **Project Management Capability**
- **Company Experience**
- **Human and Material Resource**
- **Office Space and Location**
- **HSE Compliance**

Our procurement dept. also make purchases of all required materials/equipment to be supplied by Trussnet after consideration of the supplier with best price/quality.

### PROJECT METHODOLOGY

### CLOSING

We have always maintained that no project is completed till the paper work is done. We therefore take time to close our projects with each customer and subcontractor ensuring all sign off is done and projects formally closed

These processes are adhered to by Trussnet in order to ensure tight coordination, which enhance time and material efficiency for a successful delivery of our projects.

# QUALITY MANAGEMENT SYSTEM

**Quality for us is basically focusing on process approach with emphasis on continuous improvement to deliver goods or services that conforms to Standard and Customer's requirement thereby giving the customer total satisfaction**

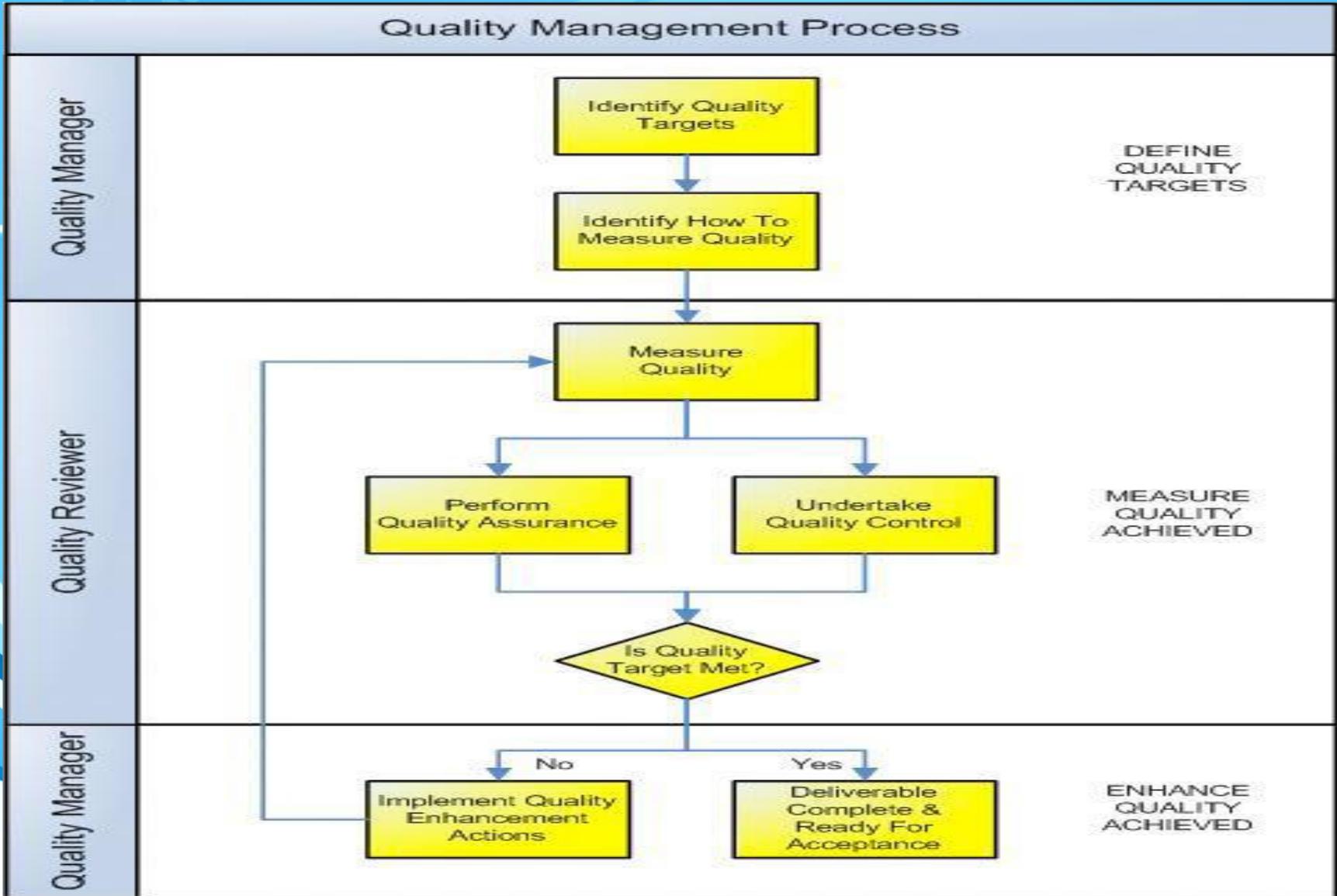
# CONTINUOUS IMPROVEMENT



Establish the process – Document – Implement – Maintain – Continually Improve

# PROCESS FLOWCHART





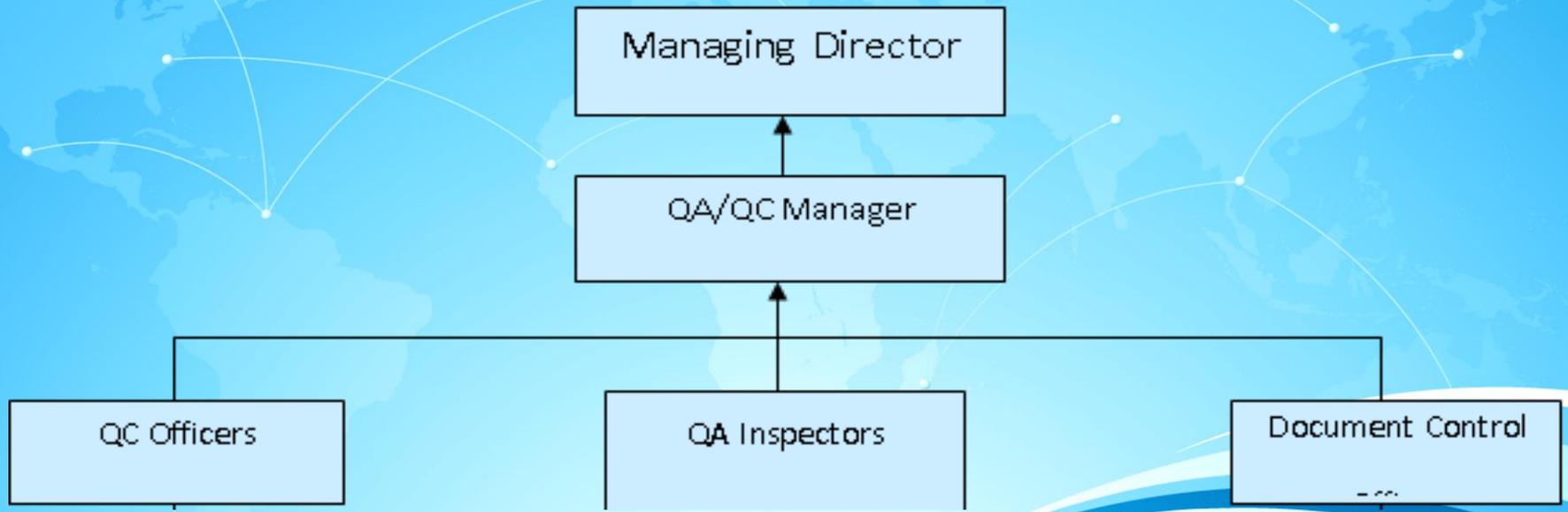
## **Trussnet Project Management Policy**

**The company's policy remains as follows : All activities by individuals or teams are planned and executed in such a way that our customer's requirements as well as Trussnet business objectives are met safely, efficiently and cost effectively.**

**Quality :** The principle of PLAN – DO – CHECK – ACT and quality/safety checklist is designed by our QA/QC team for use on site to check and control quality and safety as work progresses.

**Our quality assurance and control policies are as follows**

- **To ensure that the best skilled and qualified personnel shall be engaged for the execution of our works and services and continuously monitored and supervised for effective performance of the quality management system, structured to meet the requirement defined in ISO 9001 – 2005**
- **To ensure that quality of goods and services delivered are of the highest standard at all times conforming to local and international standards and satisfying customer's needs or contractual requirements**
- **All personnel are to operate in strict accordance with the quality system, performing their tasks correctly and contributing to the application and continues improvement of the quality management system.**
- **Our Managing Director has the overall responsibility for ensuring that all personnel in the company are fully aware of the company's quality policy and their individual responsibilities as defined in the quality manual**



**CERTIFICATE OF REGISTRATION**



This Certificate has been awarded to  
**TRUSSNET LIMITED**  
 141 A, OLABODE GEORGE ST., V.I,  
 LAGOS, NIGERIA

In recognition of the organization's Management System  
 which complies with

**ISO 9001:2015 (QMS)**

The scope of activities covered by this certificate is defined below

- 1. Provider of Telecommunications Projects and Operations ICT Managed Services, Optic Fibre Infrastructure Broadband Network Services.**
- 2. Providers of Power and energy Resources, Installations and Maintenance of Hitech Telecommunications Solutions and Services for Oil and Gas Industries**
- 3. Construction Services**

**SYNDICATE OF INTERNATIONAL SYSTEM CERTIFICATIONS**

Certificate Number: **Q082014154223**  
 Date of Issue of Original Certificate: **27.01.2019**  
 Date of Issue of latest certificate: **27.01.2019**  
 Expiry Date: **26.01.2020**

  
 \_\_\_\_\_  
*Managing Director*



**Note:** This certificate is valid only if produced with the continuation letter after the surveillance is carried out successfully.

The Organization's documentation and Implementation has been reviewed and found to comply with the relevant standard rules. This certificate of Registration is based on the evaluation of the mentioned scope given above. Organization is responsible for maintaining the responsibilities of the relevant standard rules. Any significant changes in the scope of the certification or standard referred above render this certificate invalid. This is an accredited certificate issued by SIS Certifications Pvt. Ltd. sanctioned for issue by International Organization for Accreditation Services, Burn point P.O.Box.293 St. George's, Grenada.

Corporate office(SIS):- Plot No. 1539, 2nd Floor, Sector-4, Gurgaon-122001, Haryana, India.  
 Email us :- support@siscertifications.com, info@siscertifications.co.in. Call:- +91-9654721646  
 Web:- <http://www.siscertifications.co.in>, [www.siscertifications.com](http://www.siscertifications.com)  
 The status of this certificate can be verified on "<http://www.siscertifications.co.in>".



Issue No.: 01





ISPN No. 98019089

**INSTITUTE OF SAFETY PROFESSIONALS OF NIGERIA**

*This is to certify that*

**LUCKY AKPOJOTOR**

*has attended and satisfactorily completed*

**RIGGERS SAFETY COURSE**

from **9<sup>TH</sup> MARCH 2015** to **10<sup>TH</sup> MARCH 2015**

  
**Course Director**

  
**President**



Date **10/03/2015**

## Community Management

- Our build team meets with Landlord / Community head to familiarize themselves before the commencement of actual work on site to get the Landlord / Community buy-in
- It is our custom and culture to employ the services of locals in host communities to be part of our site team. This gives us opportunity to relate, negotiate and manage community issues whenever the need arises.
- Our teams are trained to handle community issues at all levels of work and we also take advantage of our ability to speak local languages wherever we are working as it is compulsory to have at least one person who understands the local language in our team
- We operate a robust corporate civic responsibility with our host communities to the best of our ability.

## PROFILE OF KEY STAFF

## RESOURCES

S/N	NAME	DESIGNATION	QUALIFICATION	PROFESSIONAL QUALIFICATION	YEARS OF EXPERIENCE IN TELECOMS INDUSTRY	PREVIOUS EMPLOYER
1	Francis Awoefe	Chairman	B.sc. Engineering	NISP	20 Years	CTE
2	Andrew Ugbodaga	Chief Executive Officer	B.Sc Bus Admin	CIPM, MPM, CFOT	15	SALAROG
3	Engr. Elvis Oyibu	Chief Technology Officer	Bsc. Elect. Elect	NISP, PMP, CIPM, MNSE, COREN	13Years	HUAWEI NIGERIA
4	Yekini Ailemoh	Chief Financial Officer	HND Accounting	PGD- Business Admin/Mgmt .,ACMA	15Years	SALOROG
5	Yussuf Gbajabiamila	Project Manager	Bsc. Civil Eng.		12 Years	LIKUSASA
6	Felix Ogbeta	Project Manager	Bsc. Civil Eng.		12 Years	BELL-X
7	Ekufu Tochukwu Chioma	Business Development/Legal	B.L (HONS) Law		5 Years	
8	Immaculate Osunbor	HSE Manager	HND Industrial Safety Technology	NISP	6 Years	LEE ENGINEERING
9	Uroko Augustine	QA/QC Manager	Bsc. Civil Eng.	MNSE, COREN	10 Years	MTN
10	Igbaroola Olumuyiwa Oladipo	Managing Partner	B.Eng Civil Eng.	MNSE, REngr	28 Years	Pandada Nig Limited

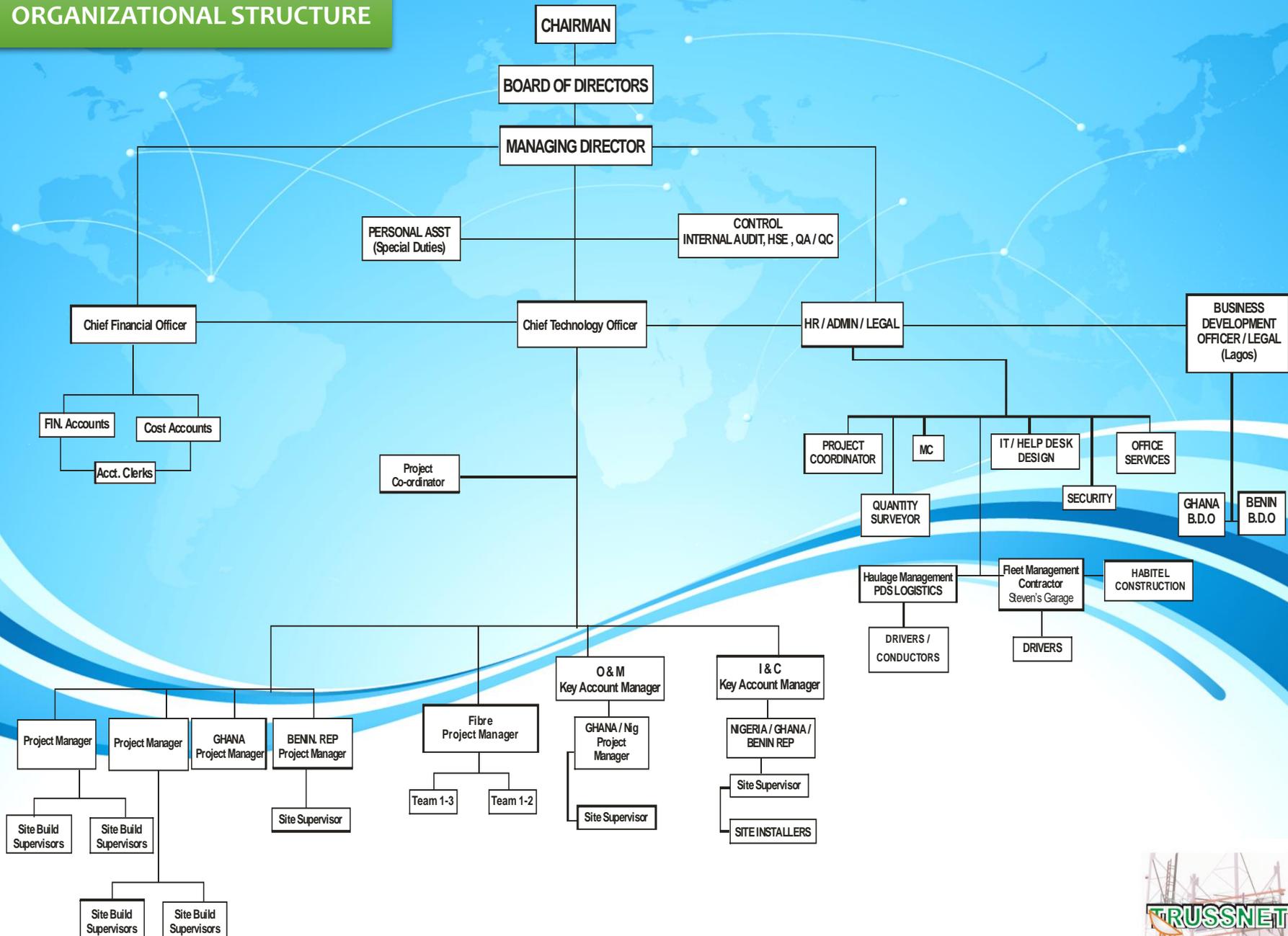
## PROFILE OF KEY STAFF

## RESOURCES

S/N	NAME	DESIGNATION	QUALIFICATION	PROFESSIONAL QUALIFICATION	YEARS OF EXPERIENCE IN TELECOMS INDUSTRY	PREVIOUS EMPLOYER
11	Faruk Alhassan	Site Engineer	B.Eng		7 Years	PHCN
12	Ogunsola Gbenga Daniel	Safety Office	B.Tech Comp. Engr	PMP, HSE 1-3, COBIT, ITIL, TOGAF,	13 Years	Jus Partners
12	Nelson Agbomhere Ikiebe	Site Supervisor	HND Civil Eng		6 Years	Pearl Armor Consulting

# RESOURCES

## ORGANIZATIONAL STRUCTURE

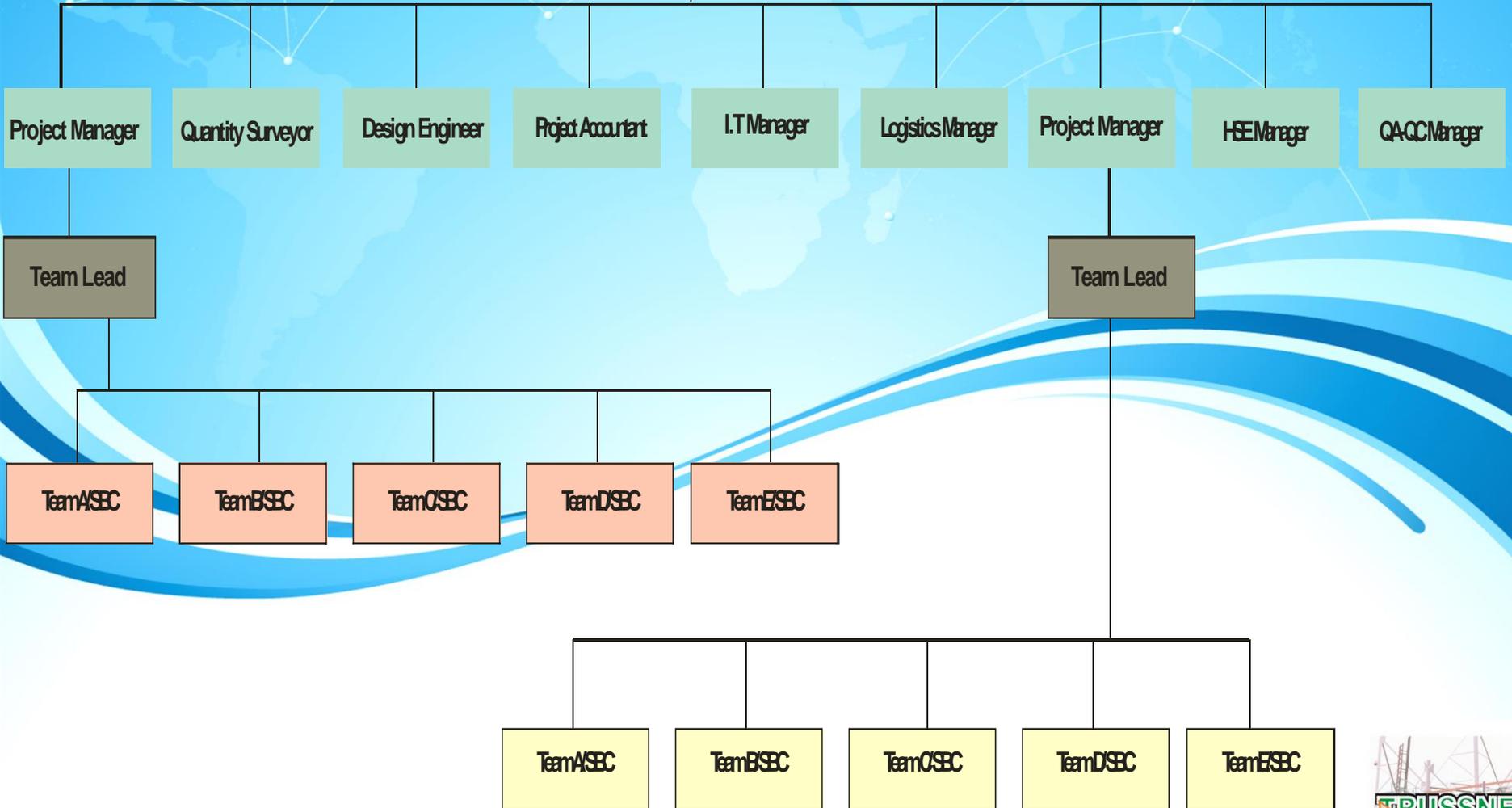


# RESOURCES

## PROJECT ORGANOGRAM

Chief Technology Officer

Project Coordinator



## ROLES & RESPONSIBILITIES OF IMPLEMENTATION TEAM

### Chief Technology Officer

- ✓ Overseeing all technical aspects of the company's business, established the company's technical vision and leading all aspects of the company's technological / business development
- ✓ Directing the company's strategic direction, development & future growth
- ✓ Working in a consultative fashion with other department heads as an advisor of methodology to improve their efficiency and effectiveness
- ✓ Conducting lesson learnt and case study for the purpose of implementing them for continuous performance improvement
- ✓ Deeply involved in shaping and implementing overall corporate strategy
- ✓ Monitoring, evaluating and selecting techniques that can be applied to future services
- ✓ Overseeing the company's operations and project processes / activities, ensuring projects are delivered within budget, schedule, scope etc to customer's satisfaction

## RESOURCES

### Project Manager

- ✓ Interfacing with clients on project issues; Driving the entire process of projects implementation ranging from project award to total project completion and acceptance
- ✓ Ensuring all projects are managed within budget
- ✓ Assisting with the management of the WIP (work in progress)
- ✓ Project planning and forecasting accuracy
- ✓ Managing the contract elements for supply, install and demobilization
- ✓ Managing and maintaining strong customer relationship and ensuring dispute / claims are resolved fairly and professionally
- ✓ Co-ordinate and supervise the efficient completion of all site works
- ✓ Monitor day to day activities via effective communication plan
- ✓ Ensuring the project conforms to customer's requirement
- ✓ Managing / tracking team members, subcontractors and project progress

### QA/QC Manager

- ✓ Identify Quality targets and how to measure them
- ✓ Perform QA/QC activities
- ✓ Recommend and implement quality enhancement actions
- ✓ Drive Preventive and Corrective process
- ✓ Ensure compliance to company's quality policies
- ✓ Coordinate quality / process improvement trainings
- ✓ Ensuring the project conforms to customer's requirement

### **Site Engineer**

- ✓ First person on site, represent employer and the PM on site
- ✓ Checks goods strictly against the contract, carry out unpacking list inspection with customer representative
- ✓ Organizes and coordinate end to end on site processes
- ✓ Supervises the engineering hardware installation / construction process and ensure approved design / quality conformance
- ✓ Handles the hardware / construction issues with sub-contractor during construction
- ✓ Escalate to your PM immediately when issues become severe / affecting the triple constraints

## FINANCIAL CAPABILITY

### COMPANY TURNOVER

<b>YEAR</b>	<b>TURNOVER (₺)</b>
<b>2021</b>	<b>1,072,805,390.00</b>
<b>2022</b>	<b>1,110,199,494.00</b>
<b>2023</b>	<b>838,868,827.00</b>



## SOVEREIGN TRUST INSURANCE PLC. RC 31962

17, Adetokunbo Ademola Street, P. O. Box 74393, Victoria Island, Lagos.  
Tel: +234 - 1 - 4615006-9, +234 (0) 709 812 3670, +234 (0) 709 882 0647  
Fax: +234 - 1 - 4617201  
E-Mail: info@stiplc.com  
Website: www.stiplc.com

April 25, 2018

The Procurement Department  
**ATC Nigeria**  
39, Alfred Rewane Road  
Ikoyi  
Lagos.

Dear Sir,

### LETTER OF ATTESTATION

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We write to confirm that we are the insurer of **M/S Trussnet Limited** whose business address is located at 29, Mokuola Street, Anthony Village, Lagos and hereby attest that the underlisted insurance policies and any other relevant insurance policies that may be required would be made available in the event that the contract is awarded to **Trussnet Limited**:

- Goods in Transit
- Public Liability
- Workmen's Compensation
- Any other relevant insurance policies that may be specified by you.

Thank you for your co-operation.

Yours faithfully,  
For: **SOVEREIGN TRUST INSURANCE PLC**

  
**EMMANUEL KUGBUYI**  
Head, Underwriting Unit  
Apapa Area Office

  
**KOLA AZEEZ**  
Head  
Apapa Area Office

## OCCUPATIONAL HEALTH POLICY

TRUSSNET LIMITED is committed to ensuring that all our operations and activities are planned and executed in a manner, which safeguards the Health of TRUSSNET LIMITED, Client and Sub-Contractor personnel.

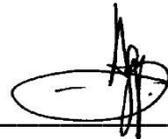
All staff shall be certified medically fit and shall remain so during his/her employment. We shall maintain an insurance against any liability that may result in case of any personnel suffering occupational illnesses or any impairment to health resulting from our operation.

TRUSSNET LIMITED shall maintain retainer clinics to provide routine medical services as well as emergency medical services to the employees.

Only certified and competent First-Aider and nurse will man the first aid box and administer first aid in any operational areas. Records of medications administered or injuries **MUST** be kept at site and base office.

In addition, effort shall be geared towards maintaining our residential environment in good sanitary condition free of stagnant water and waste deposits to prevent incidence of malaria. Medical fitness test for personnel shall include Malaria detection and all non- immune staff shall be required to comply with recommended malaria chemo prophylaxis.

Compliance with this policy is **Mandatory**.



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**FRANCIS AWOEFE**  
MANAGING DIRECTOR  
FEBRUARY, 2014



## SAFETY POLICY

The Management of TRUSSNET LIMITED ranks supreme in the safety of its personnel, our client personnel and any other person who may be directly or indirectly involved in our operations.

The Management recognizes that a safe work place is a combination of several factors involving the interplay of personnel, material, and equipment. Based upon this recognition, the Management ensures:

- That suitable and adequate personnel, material and equipment is available for its operations.
- That staffs receive adequate safety training.
- That safety meeting, including toolbox talks is held regularly on all sites.
- That safety audits are regularly conducted to ensure compliance to safety standards, rules and regulations.
- No (zero) Lost Time Injuries, permanent disabilities and fatal accident
- Exclusion of unsafe conditions/situation on the site
- Exclusion of situation that could have a negative impact in employee's health safety or welfare.
- Exclusion of activities that might have a negative impact on the environment.

Trussnet Limited Management demonstrate these in all her operations and its responsible for a safe work place, free from foreseeable risks and hazards. Trussnet Limited believes that accidents are caused and, therefore, can be prevented.

Employee Safety Performance is a major consideration in decisions affecting promotions, salary, and continued employment. Safety is the responsibility of every employee.



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**FRANCIS AWOEFE**  
MANAGING DIRECTOR  
FEBRUARY, 2014



## ENVIRONMENTAL PROTECTION POLICY

All operations of TRUSSNET LIMITED shall be planned and executed in such a manner as to minimize any adverse effect or impact on the environment in which we operate.

The trust of the planning and execution of our work shall be environmental protection and preservation.

In the course of our operation, all wastes generated shall be collected, handled, treated and disposed off in an environmentally sound manner.

The emission to atmosphere shall be limited to the emission criteria and TRUSSNET LIMITED reference data criteria. Contaminated water or other liquid shall be contained within the plot area and treated, analyzed prior to authorized discharge.

All regulation/legislation on environmental issue by the government of the Federal Republic of Nigeria and its appropriate agencies such as Federal Environmental Protection Agency (FEPA), State Environmental Protection Agency (SEPA), Local Government Authority and Ministry of Health are binding on TRUSSNET LIMITED.

Trussnet Limited believes the environment belongs to us all.



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**FRANCIS AWOEFE**  
MANAGING DIRECTOR  
FEBRUARY, 2014



## **HSE**

### **PROCEDURE ON MANAGEMENT AND COMPLIANCE ON HSE SITE RULES**

During the course of our project execution on site, we attached a Site Engineer/ HSE Personnel to the site and his responsible for the enforcement and compliance of all HSE related issues on site.

### **WORKING HOURS**

Working hours on site is from Monday to Saturday 8am – 5pm depending on the terrain where the project is been executed.

### **MEDICAL FITNESS OF WORKERS**

Trussnet Limited carries out medical examination of all new employees before employment and also carry out routine medical fitness checkup to determine if such a employee is fit to continue his/her assigned responsibilities. Contractors are also to provide evidence of medical fitness of its workers before been deployed to work in any Trussnet Limited site location

### **ACCOMMODATION AND CATERING**

A daily allowance is approved for site engineer for this purpose.



## TRAINING

It is the policy of Trussnet Limited that all management and workers receive health and safety training required for their job specification .

HSE induction is conducted for newly employed personnel while HSE meeting is carried out on a monthly basis.

The Fall protection plan, Journey Management Plan, audit/inspection plan, incident reporting and investigation policies are all in place in Trussnet Limited and are all adhere to by all personnel while carrying out the assigned responsibilities. A copy of these policies is available in the HSE department on request.

Trussnet Limited has developed Job Hazard Analysis for all his scope of work while a tool-box meeting is carried out daily on site before the commencement of work.

## **SITE SPECIFIC HAZARD/RISK IDENTIFICATION, ASSESSMENT, CONTROL AND RECOVERY**

Trussnet Limited has guidelines for identifying, assessing and controlling workplace hazards. Copies of Risk assessment carried out of various sites are documented in the HSE department.



## JOB HAZARD ANALYSIS FOR MANUAL EXCAVATION

Job Description: Manual Excavation		Minimum PPE required: 1. Safety Boot, Hand gloves, caution tape, warning signs eg Excavation in progress, Men at Work, No Entry, etc		Authorized by: Name
Job location:		Site ID:		Sign:
Step	TASK TO BE CARRIED OUT	HAZARD ASSOCIATED	RECOMMENDED SAFETY MEASURES	
1	Talking of materials to site eg digger, hoe, shovel, etc	<ul style="list-style-type: none"> <li>- Sharp edge of hand tools,</li> <li>- Trip and fall hazard,</li> <li>- Biological hazards such as snakes, scorpion, etc</li> </ul>	<ul style="list-style-type: none"> <li>- Use hand gloves suited for the job,</li> <li>- Use proper tool for the job at hand,</li> <li>- Inspect the travel path for potential tripping hazard,</li> <li>- Remove tripping hazards whenever possible,</li> <li>- Pay close attention to biological hazards.</li> </ul>	
2	Excavation	<ul style="list-style-type: none"> <li>- Digging into underground facilities</li> <li>- Visitor's mishap and resulting body injuries</li> <li>- Inhalation hazards from dust from excavation</li> <li>- Inhalation of dirt or dust during work activities</li> </ul>	<ul style="list-style-type: none"> <li>- Underground facilities, where possible should be marked out before digging begins. Use facility maps/as-built and local utilities (where applicable) to identify lines</li> <li>- Pay attention to visitor approaching work area. If necessary setup a barricade to keep vehicles and visitor out of work area and use caution tape,</li> <li>- Wear appropriate personal protective equipment to protect you from dust eg nose mask.</li> </ul>	
3	Remove clearing materials from site	<ul style="list-style-type: none"> <li>- Trip and fall</li> <li>- Slippery surface</li> <li>- Biological hazards</li> </ul>	<ul style="list-style-type: none"> <li>- Wear hand gloves suited for the job,</li> <li>- Avoid walking on slippery surface,</li> <li>- Remove all tripping and fall hazards</li> </ul>	

# JOB HAZARD ANALYSIS FOR REBAR WORK

Job Description: Rebar Work		Minimum PPE required: 1. Safety Boot, Hand gloves	Authorized by: Name
Job location:		Site ID:	Sign:
Step	TASK TO BE CARRIED OUT	HAZARD ASSOCIATED	RECOMMENDED SAFETY MEASURES
1	Taking of material to site ie reinforcement rods, saw blade, etc	<ul style="list-style-type: none"> <li>- Cut</li> <li>- Sharpe edge</li> <li>- Heavy load</li> <li>- Slippery surface</li> </ul>	<ul style="list-style-type: none"> <li>- Use hand gloves suited for the job,</li> <li>- Use proper tool for the job at hand,</li> <li>- Do not use your hand or finger to test how sharp a tool is,</li> <li>- Inspect the travel path for potential tripping hazard,</li> <li>- Remove tripping hazards whenever possible,</li> <li>- Pay extra attention when carrying bulky load,</li> <li>- Pay close attention to biological hazards.</li> </ul>
2	Measurement and cutting re-enforcement rods into the required/specified length	<ul style="list-style-type: none"> <li>- Cut</li> <li>- Sharp edge</li> <li>- Trip and fall</li> <li>- Bad Housekeeping</li> </ul>	<ul style="list-style-type: none"> <li>- Use the proper hand tools for the job at hand,</li> <li>- Use Hand gloves suited for the job,</li> <li>- Wear a safety boot,</li> <li>- When handling or near sharp objects, keep the location of all body parts in mind.</li> <li>- Use competent personnel for the job</li> <li>- Carry out good housekeeping</li> </ul>
3	Weaving of the enforcement rods inside the pit to the specified numbers of rebars using binding wires	<ul style="list-style-type: none"> <li>- Piercing hazard</li> <li>- Cut</li> <li>- Sharp edge</li> <li>- Trip and fall</li> <li>- Bad Housekeeping</li> </ul>	<ul style="list-style-type: none"> <li>- Wear hand gloves suited for the job,</li> <li>- Pay attention to the sharp parts of the hand tools,</li> <li>- Remove all tripping and fall hazards</li> <li>- Use competent personnel for the job</li> <li>- Carry out good housekeeping</li> </ul>
4	Demobilize from site	<ul style="list-style-type: none"> <li>- Trip and fall</li> <li>- Slippery surface</li> <li>- Biological hazards</li> </ul>	<ul style="list-style-type: none"> <li>- Wear hand gloves suited for the job,</li> <li>- Avoid walking on slippery surface,</li> <li>- Remove all tripping and fall hazards</li> <li>- Carry out Good housekeeping</li> </ul>

# JOB HAZARD ANALYSIS FOR TOWER ERECTION

Job Description: Tower Erection		Minimum PPE required: 1. Safety Boot, Hand gloves, Helmet, Safety Harness, caution signs e.g Men at Work, No Entry to Unauthorized Personnel, etc	Authorized by: Name
Job location:		Site ID:	Sign:
S/NO	TASK TO BE CARRIED OUT	HAZARD ASSOCIATED	RECOMMENDED SAFETY MEASURES
1	Taking of materials to site, i.e. tower members, etc	<ul style="list-style-type: none"> <li>- Cut</li> <li>- Sharpe edge</li> <li>- Heavy load</li> <li>- Trip and fall</li> <li>- Obstructed walk way</li> <li>- Slippery surface</li> </ul>	<ul style="list-style-type: none"> <li>- Use hand gloves suited for the job,</li> <li>- Clear walk way of any obstruction</li> <li>- Inspect the travel path for potential tripping hazard,</li> <li>- Remove tripping hazards whenever possible,</li> <li>- Pay close attention to biological hazards.</li> <li>- Avoid walking of slippery surface</li> </ul>
2	Inventory taking	<ul style="list-style-type: none"> <li>- Cut</li> <li>- Bruises</li> <li>- Incompetent personnel</li> </ul>	<ul style="list-style-type: none"> <li>- Ensure you account for all required towel member before the commencement of erection process</li> <li>- Use competent personnel</li> <li>- Proper supervision</li> </ul>
3	Erection of tower	<ul style="list-style-type: none"> <li>- Fall of tools eg bolt, nult, etc</li> <li>- Fall from height of riggers</li> <li>- Falling of tower members</li> <li>- Raining season</li> </ul>	<ul style="list-style-type: none"> <li>- Use safety harness</li> <li>- Never work during the rain</li> <li>- No horseplay allowed</li> <li>- No throwing of tools allowed</li> <li>- Proper supervision</li> <li>- Use of competent and certified riggers</li> </ul>

### PPE ISSUANCE AND MANAGEMENT

Personal Protective Equipment (PPE) are been issued by Trussnet Limited to its personnel depending on the types of hazard exposure. A critical assessment of hazard suggests the appropriate PPE to be used

All workers are trained on the use PPE before usage.

## PERSONAL PROTECTIVE EQUIPMENT FOR SOME SPECIFIC JOBS

S/NO	TYPE OF WORK	PPE REQUIRMENT
1	Electrical works	Eye protection, safety boot, rubber hand glove, helmet, coverall, hearing protection, face protection.
2	Mechanic operation	Eye protection, safety boot, leather hand glove, helmet, coverall, hearing protection, face protection
3	Lifting operations	Safety harness, eye protection, safety boot, leather hand glove, helmet, coverall, hearing protection.
4	Working at height	Helmet, safety harness, coverall, eye protection, safety boot
5	Chemical Handling	Eye protection, safety boot/rain boot, rubber hand glove, helmet, coverall, nose mask
6	Civil works	Eye protection, safety boot, leather hand glove, helmet, coverall, hearing protection, face protection