



Security

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NG SHAKA INTERNATIONAL



Overview

ARMED GUARDING | VIP PROTECTION

Fursa Security is a 100% HDI black female owned and managed company, established in 2019, with the head office in Durban. The company specializes in the provision of highly dependable security and related services. The company was established in the wake of an escalation of criminal activities experienced by all sectors of the South African Economy. The perpetrators of such crime are of various calibres ranging from amateurs to professional and sophisticated criminal. Fursa Security draws its strength and efficiency from a workforce with many years of experience in the security industry.

Fursa Security is licensed, insured, and a bonded business that offers armed and unarmed guards, based on client needs and budgets. All guards are certified and registered with PSIRA for security work and to perform duties.

B-BBEE & Transformation

The company's mission is to provide our clients with the superior service that is in line with their ever-changing security and protection needs. recognizes that to achieve our mission we must:

- Recruit and retain the most qualified agents in the industry.
- Provide our agents with a continuing educational programme that employs the most current technology and protection techniques available.
- Continually monitor the national and international socio-political environment to develop our service in an efficient manner. The success of our company will only be measured by the level of peace of mind that our client's experience while under our protection.

COMPLIANCE





**We listen to our clients,
understand what they need
and build solutions to meet
those needs.**

Our Mission Statement

To be a company which improves the performance of our Customer's Business through innovative solutions. The management and staff of Fursa Security will strive to ensure that each and every client is serviced to the best of our ability and we always provide solutions to our clients. Our mission is pivotal to the provision of security services crowned by high standard in services delivery. This earns us reputation that allows our clients to derive maximum possible "peace of mind", protection and high productivity.

Environment, Health and Safety

The safety of all our employees, customers, and the communities within which we operate are of the utmost importance. For this reason, we take every measure, from Management commitment to top-notch training and culture change development to ensure the highest level of compliance.

We have a team of dedicated HSE Specialists who assist employees, operational staff and Branch Managers across all divisions to comply with all legal requirements as well as company policies and procedures.

All our employees go through induction, and we provide access to all HSE related documents via our internal online portal.

Fursa Security has also received the ISO 45001 certification. Fursa Security primary aim is to meet the safety and security needs of people, but in doing so, the Group also recognises it has an impact on the environment, both directly through operating its offices, and indirectly through meeting the investment needs of its customers.

Fursa Security has committed its business, countrywide, to applying best practice in environmental management, by applying The Green Path process they set the following environmental objectives:

- Ensuring compliance with all local, Fursa Security, regulations applicable to its business services.
- Minimising the consumption of energy, water, and material resources in its operations and where practical, to re-use and recycle materials.
- Avoiding, where possible, the use of materials across its operations that may cause harm to the environment.
- Promoting internal awareness of environmental issues with its staff and to provide appropriate training where necessary.
- Supporting, through its community assistance programmes, the promotion of environmentally related initiatives, such as tree planting by its employees and relevant external groups.
- To engage with its key stakeholders to ensure it is responsive to their expectations and strives to achieve ongoing performance improvements.

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Let's put the safety and security of the South African people first.”

Our Objectives

- Provision of Security services
- To establish a strong and reputable security group.
- To build a strong and sound relationships within the business.
- To build the confidence of our personnel by arming them with the necessary skills.
- To build a sustainable business entity that can be trusted by all its clients. To attain higher level of financial sustainability that will ensure that all of us are thriving within the South African Economy

Security Services

Guarding Services

Fursa Security is able to offer customers comprehensive guarding solutions in a vast range of small and large scale industries. Our teams are fully equipped, trained and ready for virtually any situation. We specialise in tailor-made solutions fit for your industry and requirements.

With over years of industry expertise and experience, you can expect true corporate peace of mind. Fursa Security Security Services has major branches in over 20 points of presence across South Africa with divisions split across six regions in Gauteng, KwaZulu Natal, and Mpumalanga to ensure we can provide guarding services to customers across the country.

Some industries that we service include:

- Residential Complexes and Estates
- Shopping & Retail
- Banking & Financial Services
- Casino, Gaming & Entertainment
- Commercial & Industrial
- Government
- Health & Education
- Hospitality
- Oil & Gas
- Ports & Airports

Total Integrated Fire Solutions

The premier choice for clients and businesses who seek high quality, cost-effective fire solutions and products that are scalable, innovative and offer a superior customer service experience.

From design, implementation, installation and maintenance, Fursa Security Fire Solutions offers innovative, cost effective and intelligent fire and life safety solutions that protect lives and property, giving you peace of mind and allowing you to focus on your core business.

Specialised fire products:

- Pumps
- Mobile service workshops
- Foam
- Emergency equipment
- Fire suits
- Specialist powder and hoses

Service, install and maintenance:

- Static service centres
- Mobile service centres
- Detection and suppression
- Product installation

We offer various products and services in the following sectors:

- Mining
- Aviation
- Office complexes
- National retail
- Transportation
- Petrochemical
- Distribution
- Hardware
- Marine
- Agriculture

Command Centre

Fursa Security prides itself on the custom-designed Fursa Security Command Centre which is a first of its kind in South Africa. The state-of-the-art facility specialises in remote risk management and acts as a Fursa Security Hub for the company's intelligence gathering.

Fursa Security has one of the largest fleet and systems infrastructure in South Africa that allows for the monitoring of alarms, CCTV and other camera solutions, as well as track assets and vehicles across the country. Our state-of-the-art technology and industry experts allow Fursa Security Services Group to keep track of our specialist unites, vehicles and assets in transit.

Fursa Security Command Centre has been fully equipped with a Disaster Recovery Site and a comprehensive Business Continuity Plan to ensure that should a crisis hit, the company can continue to operate and manage our customers, our fleet and the assets under our protection. We are proud that our Fursa Security Command Centre infrastructure exceeds the minimum standard requirements set out by SAIDSA.

To further ensure quality service all our telephone calls are recorded and all actions on our monitoring software is auditable so that we can keep track of and trace all activity in the Command Centre.

The entire floor space is covered by additional security cameras and access to the facility is strictly controlled and restricted.

Additional Services & Features Include:

- A comprehensive staff integrity policy
- Alarm events sequenced by priority
- Ability to customise operating procedures
- SMS notification of alarm activations to employees and customers
- Web-based Occurrence Book for licensed users
- Remote "Opening" and "Closing" of vaults and high-risk areas
- Covert surveillance
- Logging and tracking of service calls on all security equipment
- Only handpicked and stringently vetted agents are employed in the Fursa Security Command Centre
- Ongoing internal processes are in place to ensure the integrity of our employees and are aimed at detecting any undue activity, corruption and manipulation of employees



Cargo Security Specialists for Individual or Fleets of Trucks

Fursa Security will employ retired Law Enforcement personnel to provide cargo security escorts for your valuable products, either single drivers or teams, depending on the distance of the route or nature of the cargo. Whether your company fleet consists of trucks, tractor-trailers, semis, rigs, vans or haulers, it could become a target of the growing population of professional thieves.

Fursa Security will add an additional level of security and reliability to prevent thefts. Fursa Security will employ only retired police officers to "shadow" client's cargo from the point at which it leaves your facility until the point it arrives at its destination.

- By operating independently, our employees will keep the truck drivers operating to the standards your company specify. (i.e. no unscheduled stops or departures)
- A visible security escort is the best tactic in a layered security approach to minimize cargo theft.
- Should client's driver leave the load unattended or deviate from the route, our employee will always stay with the load.
- In the event the load has been compromised or there is any deviation, our employee will instantly contact local law enforcement dispatch to have officers respond to the scene. With 20 plus years of law enforcement experience they will command immediate cooperation with local law enforcement dispatchers. Our employees know exactly what information to relay and how to communicate directly with the dispatcher.
- Optional GPS monitoring of our employees independently of the load.
- Because Fursa Security employees have the product owner's interest in mind, they will report any irregularities in the carrier's practices or violations from the driver.
- We are so confident in our coverage; we will also carry insurance coverage on the cargo while in transit.

Tracking devices are optional and can be remotely monitored by both you as a client or any designated member of your staff.



Employee Value Proposition

Employment relationships are managed through various unions at ground and Senior Exco level with office and administration staff. As evidenced by the various long service awards and share allocations, as the employer of choice in the industry,

Fursa Security ensures all their staff is well cared for. Mechanisms are in place to report non-compliance. Employee wellness and risk management programs provide support and counseling for trauma, social, financial, emotional, or work-related problems.

Workshops and voluntary HIV testing and counselling are also part of the employee assistance program Education of employees is achieved via bursaries, learnerships, external workshops, and internal development programs, at all levels.

Corporate Social Investment (CSI)

The Board of Fursa Security Security Group has established the Transformation, Social and Ethics committee to address all its CSI initiatives

The committee's duties are to fulfil the social and economic development, including the group's standing in terms of the goals and purposes of:

- The ten principles set out in the United Nations Global Compact Principles,
- The recommendations of the Organisation for Economic Co-operation and Development on Corruption,
- The Employment Equity Act,
- The Broad Based Black Economic Empowerment Act,
- Good Corporate Citizenship, including the promotion of equality and prevention of unfair discrimination and reduction of corruption,
- Contribution to development of communities in which the Group's activities are conducted or services and products marketed,

- Recording sponsorships, donations and other charities given,
- The environment and health and safety, including the impact of the group's activities or its products and services sold,
- The monitoring of consumer relationships, including advertising, public relations, and compliance with consumer protection laws,
- The monitoring of labour and employment issues,
- To report and draw attention to the Board on all the above matters that may be of concern once assessed.

The Group has made significant progress in the Following areas:

- **Social and Economic Development:** Fursa Security conducts its business with due regard to all human rights, labour standards, the environment and anti-corruption processes and has mechanisms for reporting monitoring and correct such deviations as and when they arise,
- **Good Corporate Citizenship:** Fursa Security has adequate social investment initiatives in place to support education, training, sporting, and other charitable initiatives,
- **Assessment of the Ethical Risk Profile:** Corruption and fraud management is a critical priority management via internal audit and the Tip –Off anonymous line. The Group's code of ethics and encouragement of ethical behaviour on an on-going basis, together with integrity tests and ad-hoc lifestyle audits, is aimed at policing this,
- **Consumer Relationships:** Compliance, as appropriate, is actively managed at all levels, and the Group legal team is tasked with assessing and reporting on this regularly from a legislative perspective.



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Security depends not so much upon how much you have, as upon how much you can do without.”

Training

As a pioneer in the security training and development market, Fursa Security Services Group was one of the first companies in the country to establish and professionalise the first learnership programme for security officers.

The program is SASSETA (NQF Level 3) and was developed with a fully comprehensive firearm training and driving programme to ensure competency in a range of contexts.

To provide more opportunities to job seekers, the development team was also responsible for devising a Recognition of Prior learning system that has is now the standard throughout the security industry. Fursa Security Services Group is a proud innovator and strives to stay ahead of the industry with our expertly trained staff, continues evaluation and upgraded training requirements and learnings to meet evolving needs.

As market leaders, our Fursa Security network of accredited training centres provides practical and long-lasting, job orientated training and consultancy services to all level of personnel. Our training programme is also available to selected customers who operate their own internal security, as well as training for parastatal and government entities.

Specialised Training Solutions:

- Management Development
- Supervisory Development
- Learnership at NQF 3 and NQF 4 levels
- VIP Close Protection Training at NQF level 5
- Firearm Competency
- Firearm Refresher Training
- Retail Security
- Control Rooms
- SAPS Azania Protection Solutions Keypoints Training
- Aviation Security
- Ports and Harbours Security
- Drivers' Training
- Other Specialised Training

Accreditations:

- SABS registered ISO 9001:2008 training provider
- Accredited with the Safety and Security SETA (SASSETA)
- Accredited with the SAPS in terms of firearms training provision
- Accredited with Department of Corrections for the provision of the Pre-Service Custodial Officers Programme
- Accredited with City & Guilds to present FIFA 2010 Events
- Steward Training



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