EDITION 2026

WINDHOEK · NAMIBIA



M & M Engineering
& Consultancy

COMPANY PROFILE 2026

Multidisciplinary Engineering, Construction, Track Record & OHS Policy Manual

STATUTORY REG.	HEAD OFFICE	DIGITAL & TENDER DESK
CC/2013/6661 · Tax ID 6140420-01-1	Erf 454, Kleine Kuppe, Windhoek	www.mmengineeringcc.com

Welcome to M & M Engineering

M & M Engineering & Consultancy



25 Projects
PUBLIC & CIVIC CONTRACTS

N$ 152.8M
VERIFIED VALUE

Engineering, Construction & Technical Consultancy

M & M Engineering & Consultancy CC is an independent Namibian engineering consultancy and multi-disciplinary contracting firm based in Windhoek. Established in 2013 and registered across Namibia and the Southern African region, our practice pairs practical site delivery with formal design coordination and procurement.

Our engineering and construction teams deliver complex civil structures, medium- and low-voltage power networks, hospitals, police stations, tertiary campus hostels, mass housing, air-conditioning plants, and water pipelines for government ministries, regional councils, state enterprises, and commercial developers.

Every project runs under named technical leadership, uniting registered engineers, quantity surveyors, technologists, and vetted subcontractors, with strict adherence to the Labour Act, 2007 and Government Notice No. 156 occupational safety regulations.

REGISTERED WINDHOEK OFFICES

Head Office	ERF 454 Rietfontein Street, Kleine Kuppe, Windhoek
Physical Office	23 John Simms Street, Windhoek North, Windhoek
Postal Address	P.O. Box 51121, Bachbrecht, Windhoek, Namibia
Telephone	+264 83 601 3102 · WhatsApp: +264 85 327 5403
Digital Desk	info@mmengineeringcc.com · www.mmengineeringcc.com

STATUTORY & TENDER CREDENTIALS

Close Corp Reg.	CC/2013/6661
Tax ID No.	6140420-01-1
Banking	Namibian Commercial Clearing
Bank Verification	Issued in tender submissions
Tax Clearance	Good Standing Certified
Established	2013 (Windhoek, Namibia)

OPERATIONAL SCOPE

13 Integrated Disciplines · Direct Owned Fleet & HV Testing Gear · Zero-LTI Safety Focus Across All Namibian Regions

REGIONAL & TENDER READINESS

Active site mobilisation across Khomas, Kavango East & West, Oshana, Ohangwena, Oshikoto, Omusati, Zambezi, Otjozondjupa, and Kunene, backed by owned MAN 4x4 crane transport, 14-ton stringing gear, and calibrated 10 kV instrumentation.

Vision, Mission & Operational Merits

M & M Engineering & Consultancy



OUR VISION

To provide engineering ingenuity and technical services across every site and sector we serve.

OUR MISSION

To be the most sought-after provider of engineering and technical services for Namibia and the SADC region.

STRATEGIC CONSULTING PRACTICE

Planning, Compliance & Recovery

- Competitive tendering & tender compliance preparation
- Project management effectiveness audits & stalled-site recovery
- Local & regional infrastructure delivery partnerships
- Environmental Impact Assessments (EIAs) & site remediation
- Independent HAZOP supervision & commissioning sign-off

Direct Field Leadership: Registered engineers, technologists, and vetted specialists coordinated under one programme.

13-YEAR INSTITUTIONAL CONTINUITY

Established in 2013 in Windhoek, combining practical construction crews with statutory quality, BOQ verification, and health & safety governance.

SINGLE-POINT ACCOUNTABILITY

Transparent ministry reporting, verified progress claims, and hands-on principal leadership from tender award to practical handover.

Six Core Merits & Delivery Standards

Six operating commitments applied across every public-works, parastatal, and commercial contract:

MERIT 01 Strict Ethics & Code Compliance

Tailored solutions meeting client business objectives while upholding civil, electrical, and statutory codes.

MERIT 02 Proactive Value Engineering

Continuous review of site conditions to spot practical cost savings and resilience gains beyond baseline terms.

MERIT 03 Field Delivery Across Namibia

Site logistics built for remote Namibian terrains, from Kunene veterinary gates to Zambezi bases.

MERIT 04 Cross-Disciplinary Control

Architects, quantity surveyors, engineers, and testing technicians operating under unified programme control.

MERIT 05 Crisis Readiness & Turnaround

Direct leadership accountability, transparent ministry liaison, and rapid mobilisation when site conditions shift.

MERIT 06 24/7 Essential Site Support

Dedicated Windhoek technical dispatch for essential hospital, power, water, and municipal infrastructure works.

13 Integrated Engineering & Construction Disciplines

M & M Engineering & Consultancy

13

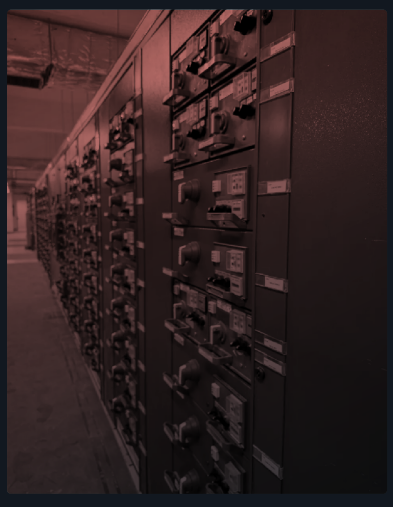
Integrated Capabilities Under One Contract

From 11 kV substation switchgear and solar microgrids to institutional hospital builds, highways, and trackside civils, delivered in-house without fragmented sub-interfaces.

POWER & CONTROLS
HV/MV Switchgear, PLC/SCADA & Clean Energy

CIVILS & TRANSPORT
Roads, Rail Precincts, Hospitals & Housing

EPIC GOVERNANCE
Design, Procurement, QA & Handover



01 / DISCIPLINE
Electrical Engineering
HV/MV switchgear, substations, power reticulation, lighting, backup generators, PLC/SCADA & instrumentation.

02 / DISCIPLINE
Civil Engineering
Underground & elevated concrete, silos, precast units, pipe racks, culverts, structural steel & buildings.

03 / DISCIPLINE
Telecommunications
Carrier and campus fibre-optic backbones, splicing, OTDR testing, lattice towers & structured cabling.

04 / DISCIPLINE
Mining Engineering
Surface and underground mine infrastructure, plant electrical reticulation, earthworks & utility civil packages.

05 / DISCIPLINE
IT Infrastructure Systems
Enterprise data networks, active telemetry, security & BMS integration, and institutional IT backbones.

06 / DISCIPLINE
Energy (Solar / Hydrogen)
Grid-tied solar PV, hybrid microgrids, clean-energy substations, and hydrogen-ready energy systems.

07 / DISCIPLINE
Mechanical Engineering
Static & rotary plant installation, process piping, fire-fighting rings, cranes, HVAC & scaffolding.

08 / DISCIPLINE
Road Construction & Highways
Highways, paved urban roads, bridges, underpasses, major earthworks, street lighting & TSE pipelines.

09 / DISCIPLINE
Geological Services
Geotechnical site investigations, ground condition verification, and subsurface support for infrastructure.

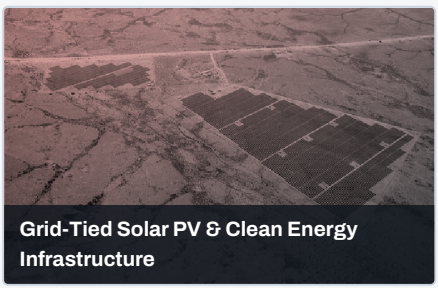
10 / DISCIPLINE
Building Civils & Construction
Design coordination, 3D planning, site clearing, grading, general contracting & building refurbishments.

11 / DISCIPLINE
Architectural Services
Functional architectural design, space planning, facade cladding, curtain walling & interior build.

12 / DISCIPLINE
Project Management & Consulting
Overall planning, tendering, EPIC procurement, HAZOP supervision, cost control & strategic advisory.

13 / DISCIPLINE
Railway Infrastructure
Trackside civils, station precincts, level-crossing civil/electrical interfaces & rail corridor support.

SINGLE-INTERFACE DELIVERY
All 13 disciplines share unified OHS governance, BOQ cost control, and witness testing across Namibia.



Grid-Tied Solar PV & Clean Energy Infrastructure



Railway Station Precincts & Trackside Civils

Detailed Engineering, Construction & EPIC Specifications

M & M Engineering & Consultancy



STAGE 01
Scope & Design
Site survey, geotechnical check & coordination

STAGE 02
BOQ & Procurement
EPIC sourcing, vendor audit & cost lock

STAGE 03
Execution & QA
Direct site teams, HAZOP & safety checks

STAGE 04
Test & Handover
10 kV witness testing & statutory sign-off

ELECTRICAL & INSTRUMENTATION (E&I)

- Supply & erection of transformers, switchgear & generators
- Power distribution, MV/LV reticulation & street lighting
- Lighting, internal small power & earthing networks
- Fire detection, alarm & security access systems
- Programmable Logic Control (PLC) & SCADA supervision
- Structured fibre-optic cabling & process instrumentation

HIGHWAYS, ROADS & WATER INFRASTRUCTURE

- Highways, urban roads, underpasses, bridges & interchanges
- Major earthworks, land reclamation & turnkey infrastructure
- Industrial & petrochemical plant site development
- Water supply, sewage, drainage & Treated Sewage Effluent (TSE)
- Signalisation, traffic light controls & corridor lighting
- Tunnelling works with associated E&M systems

MECHANICAL & HVAC WORKS

- Supply, fabrication & erection of static process plant
- Supply & erection of rotary machinery & cranes
- Process piping, utility pipelines & pipe gantries
- Fire-fighting ring mains, hydrants & sprinkler systems
- Commercial/hospital HVAC & mechanical ventilation
- Industrial thermal insulation, coatings & scaffolding

CIVIL WORKS & GENERAL CONTRACTING

- Underground & elevated reinforced concrete structures
- Silos, cooling towers, precast units, pipe racks & culverts
- Structural steelwork & turn-key industrial buildings
- Enabling works, underground utilities & security fencing
- Curtain wall facades, stone cladding & interior finishes
- Commercial centres, hostels, police stations & hospitals

PROJECT DELIVERY GOVERNANCE

Every contract follows structured project governance: scope scoping, site assessment, detailed BOQ costing, contractor & specialist interface management, testing/commissioning witness certification, and statutory handover documentation.

Verified Namibian Employers & Consulting Associates

M & M Engineering & Consultancy

M & M Engineering has delivered 25 major contracts across government ministries, regional councils, tertiary institutions, and state enterprises alongside Namibia's leading consulting engineers and architects:

Republic of Namibia
Safety & Security, Works, Health, Education, Trade & Agriculture

Namibian Police Force
Nyae Nyae, Nkurenkuru & Simanya stations & barracks

Namibian Defence Force
Nukwa Military Base HV/LV electrical reticulation

Ministry of Health (MoHSS)
Okakarara, Rundu, Tsumeb & Okahandja hospital works

University of Namibia
UNAM Main Campus Clinic & tertiary facility works

NAMCOL
Rundu Phase 2 Centre & regional HVAC installations

MVA Fund Namibia
Ongwediva Phase II electrical engineering & installation

National Housing Enterprise
Kaisosi Rundu 63-house delivery & bulk reticulation

NIDA / NDC Namibia
Omulunga Community Market & Ongenga Business Estate

Ongwediva Town Council
Ongwediva Social Housing Phase II on Erf 4797

Oshakati Town Council
Ekuku Township Phase 2 bulk electrical services

Rundu Town Council
Kaisosi NHE Phase I housing & township electricals

Emcon Consulting Group
Consulting partner on Rundu VTC & Nkurenkuru

WML Consulting Engineers
Consulting partner on Omusati Regional HQ reticulation

Aurecon Consultancy
Engineering partner on Simanya NAMPOL roads & works

Jacobs Engineering
Consulting engineer on MVA Fund Ongwediva Phase II

FULL ROSTER OF ASSOCIATED ARCHITECTS, QUANTITY SURVEYORS & CONSULTANTS

- Barnard Mutua Architects
- Agustono Ferreira Architects
- Conselect Engineering
- AIJ Consulting / Project Cost
- Namibia Development Corp (NDC)
- Kondjeni Kandji Architects
- Robert Lock Architect
- Consulting Services Africa
- RFPQS Quantity Surveyors
- Ministry of Defence / MAWF / MoHSS
- Kenny McNamara Architects
- Richard Frankle & Partners
- V Fischer-Buder Consulting
- Jacobs Engineering Consulting
- Tangi Trading Enterprise CC

Namibian Civic, Tertiary & Infrastructure Portfolio

M & M Engineering & Consultancy



FLAGSHIP AWARD · DEFENCE & POLICE

Nyae Nyae Police Station & Barracks Complex

N$ 43,000,000.00

Employer: Ministry of Safety & Security / Works
Consultant: Kondjeni Kandji Architects
Duration: 24 Months · Full Turnkey Station, Barracks & Services



MASS HOUSING · 63 UNITS

Construction of 63 Houses at Kaisosi, Rundu (NHE Ph. I)

Employer: Rundu Town Council / NHE
AIJ Project Cost Consultants · 24 Months · **N$ 19,445,350.00**



MUNICIPAL BULK POWER

Construction of Electrical Services: Ekuku Township Phase 2

Employer: Oshakati Town Council
Consulting Services Africa · 8 Months · **N$ 13,608,000.00**



HEALTH & CORRECTIONAL

Divundu Correctional Facility Hospital

Employer: Ministry of Safety & Security
Barnard Mutua · 18m · N$ 13,000,000.00



TERTIARY HEALTH

UNAM Main Campus Clinic & Ongwediva

Employer: University of Namibia
Agustono Ferreira · 12m · N$ 8,000,000.00



CIVIC SOCIAL HOUSING

Ongwediva Social Housing Ph. II (Erf 4797)

Employer: Ongwediva Town Council
AIJ Consulting · 12m · N$ 3,400,000.00

Campus, Hospital, Electrical & Regional Works

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DEFENCE & REGIONAL POWER RETICULATION

Nukwa Military Base (Zambezi) & Omusati Regional HQ Reticulation

Combined: N$ 5,568,235.00

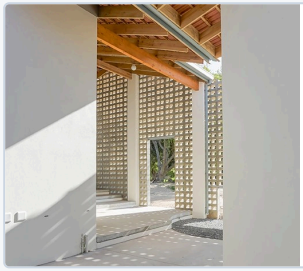
Employers: Ministry of Defence & MAWF
Consultants: V Fischer-Buder & WML Consulting
Complete MV/LV base reticulation, transformer bays, switchgear, and witness testing.



ROADS, PAVING & CIVILS

Simanya Completion: Accommodation & Roads

Employer: NAMPOL · Aurecon
Value: **N$ 4,843,162.03**



POLICE INFRASTRUCTURE

Nkurenkuru Station & Sub-Regional Office

Employer: NAMPOL · Robert Lock / Emcon
Combined: **N$ 4,310,514.95**

9-REGION NAMIBIAN FOOTPRINT

Verified public delivery across Zambezi, Kavango East & West, Khomas, Oshana, Ohangwena, Oshikoto, Omusati, Otjozondjupa & Kunene.



EDUCATION & TRAINING

Rundu Vocational Training Centre Electricals

Employer: Ministry of Education
Emcon Consulting · **N$ 4,183,637.10**



REGIONAL HOSPITALS

Okakarara, Rundu, Tsumeb & Okahandja

Employer: Ministry of Health (MoHSS)
Richard Frankle / RFPQS / Tangi · **N$ 7.46M**



RURAL ENTERPRISE

Omulunga Market & Ongenga Estate

Employer: NDC / Ministry of Trade
Conselect Engineering · **N$ 2,876,707.49**

SECURITY & DEFENCE	HOUSING & MUNICIPAL	HEALTH & TERTIARY	TRADE, MARKETS & VET
N$ 65.15M	**N$ 50.33M**	**N$ 28.34M**	**N$ 8.95M**
Stations, Barracks & Bases	Mass Housing & Bulk Power	Hospitals, Clinics & VTCs	Estates, HQ & Staff Units

Complete Project Register: Contracts 01 to 13

M & M Engineering & Consultancy

Verified contract schedule executed across Namibia for public authorities, parastatals, and institutional employers (consultant firm references retained; personal contacts omitted for public privacy):

#	PROJECT NAME	PRINCIPAL EMPLOYER	CONSULTING FIRM	DURATION	VALUE (NAD)
01	**Divundu Correctional Facility Hospital and Programme Areas**	Ministry of Safety & Security & Ministry of Works	Barnard Mutua Architects	18 Months	**N$ 13,000,000.00**
02	**Nyae Nyae Police Station and Barracks**	Ministry of Safety & Security & Ministry of Works	Kondjeni Kandji Architects	24 Months	**N$ 43,000,000.00**
03	**NAMCOL Centre Rundu Phase 2**	NAMCOL	Kenny McNamara Architects	9 Months	**N$ 8,000,000.00**
04	**UNAM Clinic Main Campus**	University of Namibia (UNAM)	Agustono Ferreira Architects	12 Months	**N$ 8,000,000.00**
05	**Ongwediva Social Housing Phase II Centre on Erf 4797**	Ongwediva Town Council	AIJ Consulting	12 Months	**N$ 3,400,000.00**
06	**Construction of Electrical Services (Ekuku Township Phase 2)**	Oshakati Town Council	Consulting Services Africa	8 Months	**N$ 13,608,000.00**
07	**Electrical Services at Kaisosi Rundu NHE Phase 1**	Rundu Town Council (NHE)	AIJ Consulting	12 Months	**N$ 11,000,000.00**
08	**Low Voltage Electrical Reticulation (Omusati Regional HQ)**	Ministry of Agriculture, Water & Forestry	WML Consulting Engineers	Completed	**N$ 2,900,000.00**
09	**New Electrical Reticulation of Nukwa Military Base (Zambezi Region)**	Ministry of Defence	V Fischer-Buder Consulting	12 Months	**N$ 2,668,235.00**
10	**Renovation of Staff Houses at Verda Gate (Kunene Region)**	Ministry of Agriculture, Water & Forestry (Vet)	MAWF Technical Services	12 Months	**N$ 2,970,450.00**
11	**Alterations & Additions to Rundu Hospital**	Ministry of Health & Social Services	RFPQS	6 Months	**N$ 2,700,000.00**
12	**Construction of 63 Houses at Kaisosi Rundu NHE Phase I**	Rundu Town Council (NHE)	AIJ Project Cost Consultants	24 Months	**N$ 19,445,350.00**
13	**Electrical Installation at Omulunga Community Market, Onayena**	Ministry of Trade & Industry	Conselect Engineering	Completed	**N$ 1,101,707.49**

SUBTOTAL (CONTRACTS 01 TO 13)
N$ 131,793,742.49

REGISTER CONTINUATION
Contracts 14 to 25 (Next Page)

CUMULATIVE 25-CONTRACT TOTAL
N$ 152,768,801.37

Complete Project Register: Contracts 14 to 25

M & M Engineering & Consultancy

#	PROJECT NAME	PRINCIPAL EMPLOYER	CONSULTING FIRM	DURATION	VALUE (NAD)
14	**Electrical Installation: Rundu Vocational Training Centre**	Ministry of Education	Emcon Consulting Engineers	Completed	**N$ 4,183,637.10**
15	**Faulty Electrical Cable Replacement & Generator, Okakarara Hospital**	Ministry of Health & Social Services	Tangi Trading Enterprise CC	Completed	**N$ 1,045,713.53**
16	**MVA Ongwediva Phase II Electrical Installation**	MVA Fund Namibia	Jacobs Engineering Consulting	Completed	**N$ 603,346.35**
17	**Construction & Electrical Installation of Nkurenkuru Police Station**	Ministry of Safety & Security (NAMPOL)	Robert Lock Architect	Completed	**N$ 4,000,000.00**
18	**New Sub-Regional Office Nkurenkuru: Electrical Installation**	Ministry of Safety & Security (NAMPOL)	Emcon Consulting Engineers	Completed	**N$ 310,514.95**
19	**Omulunga Community Market (Onayena, Oshikoto Region)**	Namibia Development Corp (NDC)	Conselect Engineering	Completed	**N$ 890,000.00**
20	**Alterations & Additions to Rundu Hospital Accommodation Phase 2**	Ministry of Health & Social Services	Richard Frankle & Partners	Completed	**N$ 1,621,642.60**
21	**Supply, Installation & Commissioning of Air Conditioning & Ventilation**	NAMCOL	Conselect Engineering	Completed	**N$ 495,543.51**
22	**Supply, Installation & Servicing of Air Conditioners, Tsumeb Hospital**	Ministry of Health & Social Services	Ministry of Health	Completed	**N$ 187,714.50**
23	**Simanya Completion: Accommodation, Charge Office, Roads & Walkways**	Ministry of Safety & Security (NAMPOL)	Aurecon Consultancy	Completed	**N$ 4,843,162.03**
24	**Alterations and Additions to Existing Okahandja Hospital**	Ministry of Health & Social Services	Richard Frankle & Partners	Completed	**N$ 1,908,784.31**
25	**Ongenga Business Estate (Ohangwena Region)**	Namibia Development Corp (NDC)	Conselect Engineering	Completed	**N$ 885,000.00**

CUMULATIVE VERIFIED PORTFOLIO

N$ 152,768,801.37

Across 25 documented contracts spanning health, security, housing, tertiary education, vocational training, and bulk electrical infrastructure.

REGIONAL COVERAGE & PARTNER VERIFICATION

Khomas · Kavango East & West · Oshana · Ohangwena · Oshikoto · Omusati · Zambezi · Otjozondjupa & Kunene

Subtotal (14 to 25): N$ 20,975,058.88 · **16** Consulting & Architectural Partners

Authenticated Reference Letters & Completion Certificates

Furnished directly in formal tender packs · info@mmengineeringcc.com

Owned Vehicles, Stringing Fleet & Testing Equipment

M & M Engineering & Consultancy

M & M Engineering mobilises with company-owned heavy crane transport, 4x4 site utility vehicles, overhead tension stringing gear, and calibrated 10 kV / 1,000V electrical testing instruments:

EQUIPMENT DESCRIPTION	CLASSIFICATION	VIN / SERIAL / STOCK REF	QTY
2014 MAN TGM 18.240 Crane Truck (4x4, 8 Ton)	Heavy Load Vehicle	AHTH8CB003590536	**1**
2016 Toyota Hilux GD-6 2.8 4x4	Light Load Vehicle	AAMN640562PX31209	**1**
2016 Nissan NP300	Light Load Vehicle	Fleet Registry Verified	**1**
14 Ton Hydraulic Tension Stringing Equipment	Overhead Powerline Equipment	Batch Stock (Rigging)	**2 Sets**
Run Out Pulleys	Overhead Powerline Equipment	Batch Stock (Rigging)	**10**
Chain Block 2 Ton	Overhead Powerline Equipment	Batch Stock (Rigging)	**5**
Cable Drum Stand	Overhead Powerline Equipment	Batch Stock (Rigging)	**2**
Clamping Shoes	Overhead Powerline Equipment	Batch Stock (Rigging)	**6 Pairs**
Major Tech High Voltage Insulation Tester 10,000V (K3123A)	HV Testing Equipment	#7029346	**2**
Hellermann Tyton T1825 Loop / PSC / Load Tester (1000V)	Testing Equipment	1851635	**5**
Fluke 1000V AC/DC Clamp Meter	Testing Equipment	16739867	**4**
Major Tech Phase Rotation Meter (8031F, 600V)	Testing Equipment	15638903	**3**
Major Tech K4105A Digital Earth Resistance Tester (2000 Ohm / 2mA)	Testing Equipment	1941723	**3**
Major Tech TEL1TLB Polarity Tester (500mA)	Testing Equipment	1734468	**4**
Hellermann Analog Insulation Tester (100V)	Testing Equipment	19234879	**2**
Honda Generator 6kVA / 12000W	Power Plant	Site Plant Stock	**3**
Hilti Jack Hammer	Power Tool	Site Tool Stock	**2**
Hilti Hydraulic Crimping Tool	Hand / Hydraulic Tool	Site Tool Stock	**3**
Makita Drill Machine 1250W	Power Tool	Site Tool Stock	**6**
Bosch Angle Grinder 720W	Power Tool	Site Tool Stock	**5**
Gedore Master Tool Box	Hand Tools	Site Tool Stock	**4**
Major Tech Measuring Wheel	Survey Hand Tool	Site Survey Stock	**3**
Hellermann Tyton Extension Ladder	Access Equipment	Site Access Stock	**4**

3 Owned Site Vehicles
MAN 8-Ton 4x4 Crane Truck + 4x4 Utility Fleet

14-Ton Stringing Sets
Pulleys, Chain Blocks, Drum Stands & Clamping Shoes

10 kV / 1,000V Test Suite
Calibrated Insulation, Earth, Loop & Phase Meters

Statutory Mandate, Policy Statement & Organisation

M & M Engineering & Consultancy

NAMIBIAN STATUTORY OHS COMPLIANCE FRAMEWORK

Governing Legislation: The Constitution of the Republic of Namibia · Labour Act, 2007 (Act No. 11 of 2007) · Government Notice No. 156 of 1992 ("Regulations Relating to the Health and Safety of Employees at Work") · Presidential Proclamation No. 10 (Part XI, Section 101).

1. STATEMENT OF GENERAL POLICY

- Provide adequate control of health and safety risks arising from all work activities.
- Consult actively with employees and safety representatives on workplace health and safety.
- Provide, inspect, and maintain safe plant, lifting gear, and calibrated equipment.
- Control safe storage, handling, and disposal of hazardous substances (COSHH).
- Deliver documented induction, task instruction, supervision, and competency training.
- Prevent workplace accidents, industrial injuries, and occupational diseases.
- Review and update this policy annually or immediately after site/statutory changes.

2. SAFETY MANAGEMENT & GOVERNANCE

- **Directors & MD:** Hold overall legal responsibility; fund safety priorities annually.
- **Safety Officer:** Audits risk assessments, registers, PPE issue, permits, and training.
- **Line Managers & Supervisors:** Enforce safe method statements and daily housekeeping.
- **Safety Representatives & Committees:** Conduct quarterly inspections; committee convened within 3 months of request.

3. RISK ASSESSMENT & HIERARCHY OF CONTROL

Written risk assessments cover routine and non-routine operations, contractors, and members of the public using the five-tier control hierarchy:

1. **Eliminate** hazardous activity wherever alternative work methods exist.
2. **Substitute** equipment or materials for lower-hazard alternatives.
3. **Isolate or segregate** hazards via physical barriers and interlocked guards.
4. **Apply engineering controls** (LEV, enclosures, ergonomic station design).
5. **Issue compatible PPE** as secondary protection where residual risk persists.

4. RIGHT TO STOP UNSAFE WORK

All employees, subcontractors, and visitors must stop any unsafe activity immediately if guarding is missing, electrical plant is defective, or unsafe site conditions develop, reporting directly to the Safety Officer or Supervisor without delay. No employee is charged for mandatory OHS training or PPE.

INDUCTION & ZERO-CHARGE TRAINING MANDATE

Every employee and site subcontractor receives documented induction prior to site access, verified task competence certification, and full employer-funded personal protective equipment.

MANDATORY 5-TIER HIERARCHY OF RISK CONTROL

TIER 1	TIER 2	TIER 3	TIER 4	TIER 5
Eliminate	**Substitute**	**Isolate**	**Engineering**	**Compatible PPE**
Remove hazard wherever alternative methods exist	Replace plant or materials with lower-risk options	Physical barriers, lockouts & interlocked guards	LEV, enclosures, RCDs & ergonomic design	Secondary protection where residual risk persists

Fire, Electrical, Machinery, Lifting & Incident Reporting

M & M Engineering & Consultancy

5. FIRE SAFETY & EMERGENCY RESPONSE

- Means of escape, fire doors, and exit routes kept unlocked and unobstructed at all times.
- Weekly alarm checks; monthly user gauge/seal inspections on portable fire extinguishers; annual external certification (GN 156 Chapter 3).
- Fire drills conducted during employment month 1, 3-monthly for night shift, and 6-monthly for day teams.
- Immediate isolation and emergency brigade dispatch for any gas leak or ignition event.

6. ELECTRICAL SAFETY & LOCKOUT/TAGOUT

- Complies with GN 156 Chapter 9; zero unqualified work on live electrical installations.
- Portable tools protected by residual current circuit breakers (RCDs); trailing leads barred from walkways.
- Machinery cleaning, maintenance, or unguarded repair permitted only after electrical isolation, physical lock-off, and tagging.

7. LIFTING EQUIPMENT & MACHINERY

- Cranes, excavators, forklifts, telehandlers, HIAB lorry loaders, and hoists carry stamped Safe Working Load (SWL) and valid test certificates.
- Pre-service examination prior to initial deployment and after site re-assembly; statutory examinations at 6- or 12-month intervals.

8. ACCIDENTS, NEAR MISSES & STATUTORY REPORTING

- All injuries, first-aid events, and near misses logged on Company Accident Forms and investigated without delay.
- **Ministry of Labour / Health Notification:** Fatalities, major injuries (fractures other than digits, amputations, dislocations, loss of sight, electric shock/burns >24h hospitalisation, acute toxic/biological illness), members of public hospitalised from site, >7 consecutive lost-time injuries (reported within 15 working days), and dangerous occurrences (crane failure, overhead powerline contact, scaffold collapse >5m, pipeline incident).

9. COSHH, NOISE, VIBRATION & MANUAL HANDLING

- **COSHH:** No unassessed chemicals permitted on site; SDS sheets kept on site; strict ban on mixing chemical products.
- **Hand-Arm Vibration (HAV):** Daily EAV 2.5 m/s² A(8); mandatory ELV cap 5.0 m/s² A(8).
- **Whole-Body Vibration (WBV):** Daily EAV 0.5 m/s² A(8); mandatory ELV cap 1.15 m/s² A(8).
- **Manual Handling:** Task, load, environment, and individual capability assessed prior to lifts; hoists/trolleys prioritised.

STATUTORY INSPECTION CADENCE & SITE COMPLIANCE MATRIX

INTERVAL	INSPECTION / AUDIT SCOPE	STATUTORY / STANDARDS BASIS
Weekly	Fire alarm test, site access egress & trailing lead sweep	GN 156 Chapter 3 & Chapter 9
Monthly	Portable fire extinguisher seal/gauge & RCD trip testing	Labour Act 2007 · Site OHS Register
Quarterly	Workplace safety committee walkdown & PPE condition audit	Labour Act Sec. 41 & Committee Charter
6 to 12 Months	Crane/lifting SWL statutory examination & 10 kV meter calibration	GN 156 Lifting Gear & HV Metrology

HAV Thresholds
EAV 2.5 m/s² · Mandatory ELV 5.0 m/s² A(8)

WBV Thresholds
EAV 0.5 m/s² · Mandatory ELV 1.15 m/s² A(8)

Statutory Notification
>7-day LTI reported within 15 working days

Workplace Welfare, PPE & Site Safety Governance

M & M Engineering & Consultancy

10. WORKPLACE WELFARE, SIGNS & EDGE PROTECTION

- Minimum 11 m^3 room volume per worker; clear pedestrian/vehicle segregated traffic routes and daily waste removal.
- Guardrails at minimum 1,100 mm height plus mid-rail wherever falls ≥ 2 m (or over hazards) can occur; fragile roofs clearly signed.
- Potable drinking water, hot/cold sanitary washing stations, lockable changing areas, and clean meal facilities separated from dusty work areas.
- Mandatory Prohibition, Warning, Mandatory, and Emergency safety signage compliant with national colour standards.

11. PPE STANDARDS & CONTRACTOR PERMITS

- Issued PPE includes steel-toe footwear, high-visibility vests, task-rated gloves, eye/hearing protection, harnesses, and weather gear.
- Theoretical and practical fitting training documented before issue; defective or contaminated PPE removed from service immediately.
- External contractors must submit OHS Policy, Risk Assessments, Chemical Assessments, and Liability Insurance prior to arrival, plus obtain Permits to Work for hot, gas, electrical, height, or confined-space entries.

Site Safety Governance & Statutory Appointments

Every active M & M site operates under named statutory appointments logged in the site safety file prior to mobilisation and audited through the Windhoek compliance desk (+264 83 601 3102):

STATUTORY ROLE	QUALIFICATION & MANDATE	AUDIT & REPORTING	NOTICE BASIS
Site Safety Officer	Audits risk assessments, permits to work, lifting registers & PPE stock	Weekly site log & register sign-off	GN 156 Ch. 2
Safety Representative	Elected employee liaison conducting workplace inspections & hazard reports	Quarterly walkdown & worker brief	Labour Act s. 41
First Aid Personnel	Certified first aiders stationed per shift with stocked statutory medical kits	Monthly kit & credential check	GN 156 Ch. 3
Fire Safety Wardens	Trained wardens overseeing escape routes, muster points & extinguishers	Monthly gauge check & drill log	GN 156 Ch. 3
Safety Committee	Joint employer-worker review body convened within 3 months of request	Quarterly minutes & action close-out	Labour Act s. 44

CORPORATE POLICY AUTHORITY & DOCUMENT CONTROL

This Occupational Health & Safety Policy applies across all offices, plant yards, and active construction sites operated by M & M Engineering & Consultancy CC under the Labour Act, 2007 (Act No. 11 of 2007) and Government Notice No. 156. Reviewed annually and updated upon scope or statutory amendments.

Policy Authority
Executive Management, M & M Engineering CC

Compliance Desk
info@mmengineeringcc.com · +264 83 601 3102

Revision: 2026 / Rev 04

M & M Engineering & Consultancy

CLOSING PROFILE & CONTACT DESK

BUILT FOR NAMIBIA & SOUTHERN AFRICA.

Multidisciplinary Engineering & Construction Practice

Fully registered in Namibia · Established 2013 · 24/7 Essential Site Support

CORPORATE CONTACT & TENDER DESK

Head Office	ERF 454 Rietfontein Street, Kleine Kuppe, Windhoek
Physical Office	23 John Simms Street, Windhoek North, Windhoek
Postal Address	P.O. Box 51121, Bachbrecht, Windhoek, Namibia
Tel / Cell	+264 83 601 3102 | +264 85 327 5403 (WhatsApp / WeChat)
Email / Web	info@mmengineeringcc.com | www.mmengineeringcc.com

Registration: CC/2013/6661 | Tax ID: 6140420-01-1

Banking Verification: Issued directly in authenticated tender pre-qualification packs

25	N$ 152.8M	13
COMPLETED CONTRACTS	VERIFIED PORTFOLIO	CORE DISCIPLINES